STATE OF IOWA

DEPARTMENT OF ADMINISTRATIVE SERVICES

RETIREMENT INVESTORS' CLUB

PLAN DOCUMENT

IOWA 401(A) PLAN



AMENDED AND RESTATED OCTOBER 1, 2026

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IOWA 401(A) PLAN

PREAMBLE

This Plan is intended to be a qualified plan within the meaning of Section 401(a) of the Internal Revenue Code of 1986, as amended from time to time, and all other applicable provisions of law and the regulations issued thereunder, and a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code of 1986, as amended from time to time. This Plan may be referred to as "Iowa 401(a) Plan", which is one of three plans that comprise the Iowa Retirement Investors' Club (RIC).

The Employer has adopted the Plan effective November 4, 2002, and hereby adopts this amended and restated Plan as of October 1, 2026, notwithstanding the actual date of execution, except as specifically provided herein.

ARTICLE ONE DEFINITIONS

As used in this Plan Document, the following words and phrases shall have the meanings set forth herein unless a different meaning is clearly required by the context:

1 **Account** means any fixed annuity contract, variable annuity contract, documents evidencing mutual funds, variable or guaranteed investments, or combination thereof provided for in the Plan. An Account may be funded with Employer Contributions.

2 **Alternate Payee** means the person who is or was the spouse of the Participant or is the child of the Participant to the extent that such person is entitled to any or all of a Participant's Account under a court order that the Plan Administrator or designee has determined to be a Plan-approved Qualified Domestic Relations Order.

3 **Beneficiary** means a person, entity or estate a Participant or Alternate Payee designates to receive benefits following the death of the Participant or Alternate Payee.

4 **Code** means the Internal Revenue Code of 1986, as amended from time to time.

5 **DAS** means the State of Iowa Department of Administrative Services.

6 **Default Beneficiary** means the Beneficiary the Provider will recognize if the Participant or Alternate Payee does not designate a Beneficiary. If the Participant or Alternate Payee has more than one Account within the RIC program with a Provider and designated a Beneficiary for one Account but fails to designate a Beneficiary for all such Accounts, the existing Beneficiary designation shall become the

Default Beneficiary for all Accounts within the RIC program with that Provider. If a Participant or Alternate Payee has no designated Beneficiary for Accounts within the RIC program with a Provider, the Default Beneficiary shall be the Participant's or Alternate Payee's estate. If no estate is opened, the Iowa laws of intestate succession will be followed.

7 **Defined Benefit Governmental Plan** means a pension plan established under Code Section 401(a) in which the retirement benefits are defined by a set formula. The State of Iowa offers employees the following: Iowa Public Employees' Retirement System (IPERS), Public Safety Peace Officers' Retirement, Accident and Disability System (POR) and the Judicial Retirement System.

8 **Designated Roth Account** means a separate Account within the Investment Provider's recordkeeping system that is designed to hold Employer Contributions made on a Roth basis, in-plan Roth conversions and rollovers, Roth assets rolled into the Plan, and earnings on all the foregoing. A Participant may not direct pre-tax Elective Deferrals to the Designated Roth Account.

9 **Distributee** means a person receiving funds, including Participants and non-spouse Beneficiaries.

10 **Effective Date of Plan** means as follows for State employees:

Table A Effective Date of Plan By Employee Type

Judicial Branch AFSCME and non-contract employees	August 2000
Legislative Branch employees	April 2001
Executive Branch AFSCME and non-contract employees	April 2001
Judicial Branch PPME employees	July 2001
Executive Branch SPOC employees	January 2003
Executive Branch IUP employees	January 2005

The Effective Date of Plan for RIC Employers shall be the date agreed to by DAS and the other Employer.

11 **Elective Deferral** means the contributions a Participant may elect to make to the Iowa 457(b) Plan.

12 **Eligible Designated Beneficiary** means a person who the Participant designates as a Beneficiary and meets at least one of the following criteria:

A) The Participant's surviving spouse;

B) The Participant's minor child (until such time as the child reaches the age of majority);

C) A disabled or chronically ill individual; or

D) An individual who is not more than 10 years younger than the Participant as of the Participant's date of death.

13 **Eligible Employee** means an Employee who contributes to the Iowa 457(b) Plan, excluding members of the General Assembly. RIC Employers may alter this definition of eligibility for their employees.

14 **Eligible Retirement Plan** means an individual retirement account described in Code Section 408(a), and individual retirement annuity described in Code Section 408(b), a qualified trust described in Code Section 401(a), an annuity plan described in Code Section 403(a), an eligible deferred compensation plan described in Code Section 457(b) which is maintained by an eligible employer described in Code Section 457(e)(1)(A), and an annuity contract or custodial account described in Code Section 403(b). For purposes of rolling funds out of the Plan, an Eligible Retirement Plan shall include a Roth IRA as described in Code Section 408A(e)(1)(B)(ii). To the extent allowed by federal law, an Eligible Retirement Plan includes a Roth IRA for purposes of rolling funds into the Plan.

15 **Eligible Rollover Distribution** means any distribution to an eligible Distributee of all or any portion of the balance to the credit of the Distributee into an Eligible Retirement Plan described in Code Section 408A(e)(1), except that such term will not include:

A) any distribution which is one of a series of substantially equal periodic payments (not less frequently than annually) made –

(1) for the life (or life expectancy) of the Employee or the joint lives (or joint life expectancies) of the Employee and the Employee's designated Beneficiary; or

(2) for a specified period of 10 years or more;

B) any distribution to the extent such distribution is required under Code Section 401(a)(9), excepting any 2009 or 2020 required minimum distributions that meet the requirements of Article Seven, Section 3 or 4; and

C) any corrective distribution of excess Employer Contributions.

16 **Employee** means a non-temporary (permanent full-time or permanent part-time) employee of the Employer, including full-time elected officials and members of the General Assembly, except employees of the board of regents' institutions. For the purpose of enrollment, officials-elect and members-elect of the General Assembly shall be considered Employees. Persons in a joint employee relationship with the Employer shall not be considered Employees eligible to participate in the Plan.

17 **Employer** means the State of Iowa and any other governmental employer ("RIC Employer") which has elected to participate in the Plan.

18 **Employer Contribution** means a benefit provided by the Employer. For state Employees only and excluding members of the General Assembly, the State of Iowa shall contribute to the Plan for allocation to the Participant's Account up to $75 a month. RIC Employers may choose whether to contribute to the Plan, and if so, will determine their own contribution eligibility, maximum amounts, and formulas.

19 **Form 1099-R** means the tax form used to report distributions from the Plan to the Internal Revenue Service and a state government.

20 **Investment Option** means the separate funds in which Employer Contributions and funds rolled to the Plan are invested in accordance with Article Four of this Plan Document.

21 **Investment Provider**

A) **Active** means an investment company that is able to open new Accounts.

B) **Inactive** means an investment company that cannot open new Accounts but may continue to provide service to existing Accounts.

22 **IRS** means the federal Internal Revenue Service.

23 **Minimum Required Distribution Date** means April 1 of the calendar year following the later of:

A) the calendar year in which the Employee attains age 70 ½ for those born prior to July 1, 1949, 72 for those born on or after July 1, 1949, and through December 31, 1950, 73 for those born in 1951-1959, and 75 for those born in 1960 or later; or

B) the calendar year in which the Employee severs employment.

24 **Participant** means an Employee, a former Employee, an Alternate Payee, or a spouse who is a Beneficiary of a deceased Employee, former employee, or Alternate Payee and who has not yet received a distribution of their entire Account under the Plan.

25 **Plan** means this Iowa 401(a) Plan as authorized by Code Section 401(a), Iowa Code Section 509A.12, and Iowa Code Chapter 8A.

26 **Plan Administrator** means a DAS employee designated by DAS to administer the Plan.

27 **Plan Document** means this instrument, including all amendments thereto.

28 **Plan Fiduciaries** means the Trustee, the Plan Administrator, Investment Providers, the persons they designate to carry out or help carry out their duties or responsibilities as fiduciaries under the Plan, and any individual designated as a fiduciary under state or federal law.

29 **Qualified Domestic Relations Order (QDRO)** means a court order, judgment or decree that creates or recognizes the existence of the rights of someone other than the Participant to an interest in the Participant's Account. The Alternate Payee must be the Participant's spouse, former spouse, or child.

30 **Qualified Plan** means a trust described in Code Section 401(a) which is exempt from tax under Code Section 501(a).

31 **RIC Employer** means any Iowa governmental employer, other than the State of Iowa, that joins the Plan.

32 **RIC Program** means the Iowa 457(b) Plan, the Iowa 401(a) Plan, and the Iowa 403(b) Plan.

33 **Regulations** means the Federal Income Tax Regulations, including proposed and temporary regulations, as promulgated by the Secretary of the Treasury or the Secretary's delegate, and as amended from time to time.

34 **Required Beginning Date** means the date the person reaches the person's Minimum Required Distribution Date.

35 **Severance From Employment** means the Employee ceases to be employed by the Employer.

36 **Trust** means the Trust established pursuant to Iowa Code Section 8A.435 and maintained in accordance with the terms of the Plan as amended from time to time.

37 **Trustee** means the director of DAS.

38 **457(b) Plan** means the Iowa 457(b) Plan, which permits an Employee to make contributions from the Employee's Compensation.

ARTICLE TWO ELIGIBILITY

1 Eligibility

Except as noted in this Section, an Employee who contributes to the 457(b) Plan is automatically eligible to join the Plan. Eligibility begins with the later of (a) the Effective Date of the Plan with regard to the Employee or (b) the month the Employee begins contributing to the 457(b) Plan. A RIC Employer may determine that an Employee is eligible to join the Plan regardless of whether the Employee contributes to the 457(b) Plan.

2 Determination of Eligibility

The Plan Administrator shall determine the eligibility of each Employee for participation in the Plan based upon information furnished by a RIC Employer. A person wishing to challenge the Plan Administrator's decision must file a timely appeal pursuant to the DAS's administrative rules.

3 Termination of Participation

Participation in the Plan shall cease upon the complete distribution of all the Participant's Account balances under the Plan.

ARTICLE THREE EMPLOYER CONTIBUTIONS

1 Formula for Determining Employer Contribution

The Employer shall contribute to the Plan $1 for every $1 the Employee (excluding members of the General Assembly) contributes to the 457(b) Plan, up to $75 a month, to the Employee's 401(a)

Account. RIC Employers may establish their own match formula. The State of Iowa will make no Employer Contribution in a month in which the state Employee makes no Elective Deferrals to the 457(b) Plan. All Employer Contributions shall be made in cash. All Employer Contributions shall be 100% vested upon entering the Plan.

2 Time of Payment of Employer Contributions

The Employer shall contribute the maximum contribution possible under the formula provided in Section 1 of this Article for the first pay day of a month. RIC Employers who elect to offer an Employer Contribution may establish their own schedule.

3 Maximum Annual Additions

Notwithstanding any other provision of the Plan, in no event shall the funds contributed under the Plan exceed the annual additions limit of Code Section 415. For purposes of the limitations on annual additions under Code Section 415, Compensation shall be determined using the definition of compensation set forth in Regulation Sections 415(c)(3).

If the maximum annual additions exceed the permissible limit and if a RIC Employer sponsors more than one qualified defined contribution plan, then any excesses will first be cured from such other qualified plan. If excesses remain or if there is no other qualified defined contribution plan of the RIC Employer, then any remaining excesses shall be corrected in accordance with this Section.

Notwithstanding any provision of the Plan to the contrary, if the annual additions to a Participant Account under the Plan are exceeded in any year, then the Plan shall correct such excess in accordance with the Treasury Regulations and such other guidance as the IRS may issue from time to time.

4 Rollovers and Transfers into the Plan

A) Rollovers from an Eligible Retirement Plan

A Participant may roll in funds from an Eligible Retirement Plan. Such rollover contributions shall be made in the form of cash only. The Administrator may require such documentation from the distributing plan as it deems necessary to effectuate the rollover in accordance with Section 402 of the Internal Revenue Code and to confirm that such plan is an Eligible Retirement Plan. For purposes of this Section, an Eligible Retirement Plan does not include a Roth IRA until such time as this Plan is allowed by federal law to receive a rollover from a Roth IRA.

Accepted Eligible Retirement Plans and contribution types include:

(1) Pretax contributions and earnings from an Eligible Retirement Plan described in Code Section 401(k), 401(a), an annuity contract or custodial account described in Code Section 403(b), and an annuity plan described in Code Section 403(a);

(2) A Participant rollover contribution of the portion of a distribution from an IRA or annuity described in Code Section 408(a) or 408(b) that is eligible to be rolled over and would otherwise be includible in gross income; or

(3) Any other plan allowed by federal law to roll funds into a qualified 401(a) profit-sharing plan.

Any amounts rolled into the Plan will take all the characteristics of the Plan.

The term "amounts rolled" as used in this Article shall mean: (a) pretax amounts rolled to the Plan directly from another Eligible Retirement Plan or individual retirement account or annuity described in Code Section 408(a) or 408(b) or Code Section 403(a) and an annuity contract or custodial account described in Code Section 403(b); (ii) lump sum distributions received by a Participant from another Eligible Retirement Plan which are eligible for tax-free rollover to an Eligible Retirement Plan and which are rolled by the Participant to the Plan within sixty (60) days, following the receipt thereof; (iii) amounts rolled to the Plan from a conduit individual retirement account, provided that the conduit individual retirement account has no assets other than assets which (A) were previously distributed to the Participant by another Eligible Retirement Plan as a lump sum distribution, (B) were eligible for tax-free rollover to an Eligible Retirement Plan, and (C) were deposited in such conduit individual retirement account within sixty (60) days of receipt thereof and other than earnings on said assets; and (iv) amounts distributed to the Participant from a conduit individual retirement account meeting the requirements of clause (iii) above, and rolled by the Participant to the Plan within sixty (60) days of the Participant's receipt thereof from such conduit individual retirement account.

A Participant who rolls funds into the Plan may request a distribution of the funds received, plus or minus any corresponding gains and losses, prior to becoming otherwise eligible for a distribution. The funds may be distributed to the Participant or be rolled to another Eligible Retirement Plan.

Effective July 1, 2012, a Participant who has had a Severance From Employment, an Alternate Payee, or a spouse of a deceased Employee or Alternate Payee, may roll funds from the Iowa 457(b) Plan to this Plan. Such funds become subject to this Plan Document and all rules and regulations that govern this Plan.

B) RIC Employer Existing Accounts: Plan-to-Plan Transfers and Direct Rollovers

A Participant of a RIC Employer who maintains a 401(a) account with that RIC Employer, or who maintains a 457(b) account that contains funds not eligible to transfer or roll into the Iowa 457(b) Plan, may request to move the funds to this Plan. The Plan Administrator may require such documentation from the distributing plan as it deems necessary to effectuate receipt of the funds. If the RIC Employer has elected to maintain its separate 457(b) or 401(a) plan, the movement of funds will be treated as a plan-to-plan transfer. Such funds will be commingled with existing Employer Contributions and earnings, if any, and will not be available to the Participant until the Participant qualifies for a distribution of funds.

If the RIC Employer has elected to terminate its separate 457(b) or 401(a) plan, the movement of funds will be treated as a direct rollover. Such funds will be accounted for separately and shall not be commingled with existing Employer Contributions and earnings. Such assets will be available for withdrawal by the Participant regardless of whether the Participant qualifies for a distribution of funds.

5 Federal and State Income Taxes

Employer Contributions made on a pretax basis are exempt from federal and state income taxes until such time as funds are distributed to the Participant.

6 Required Make-Up Employer Contributions

Notwithstanding any provision of the Plan to the contrary, Employer Contributions, benefits and service credit with respect to qualified military service will be provided in accordance with Code Section 414(u). If a Participant makes additional contributions to the 457(b) Plan pursuant to Code Section 414(u) upon return to employment, the Employer shall make corresponding Employer Contributions.

7 Contribution Types

Employer Contributions will be made on a pretax basis, unless a RIC Employer allows Participants to elect that Employer Contributions may be made on a Roth basis. In such cases, the Employer Contribution amount is includible in the Participant's gross income for the taxable year in which the Employer Contribution is allocated to the Participant's Account.

Participants may only elect to have Employer Contributions to be made on a Roth basis if the election is made no later than the time that the Employer Contribution is allocated to the Participant's Account and the election is irrevocable with respect to those Employer Contributions. A Participant who has elected to have Employer Contributions made on a Roth basis may revoke the election at any time with respect to future Employer Contributions that have not yet accrued at the time of revocation.

8 Reemployment

A Participant who has severed employment may become reemployed, either with the same Employer or another RIC Employer, including the State of Iowa. A reemployed Participant may, prior to commencing reemployment, request that the Participant's existing Account be placed into an Account that is designated as available for distributions regardless of the Participant's reemployment. If the Participant's Provider is unable to accommodate this request, the Participant may move the existing Account to another Provider that is able to accommodate the request.

ARTICLE FOUR ACCOUNTS

1 Maintenance of Accounts

The Investment Provider shall establish and maintain a Participant Account for the exclusive benefit of the Participant. The Account of a Participant shall always be fully vested and non-forfeitable. All assets of the Plan, including all Employer Contributions, assets rolled or transferred, and all income attributable thereto, shall be held in a trust, custodial account, or an annuity contract in accordance with the provisions of the Plan, and shall be held (until made available to the Participant) for the exclusive benefit of the Participant.

2 Modification to Account

Subject to all the provisions of the Plan, a Participant may at any time amend or modify the Account as follows:

A) Change name or contact information;

B) Change investment allocations;

C) Change Beneficiary designations, which shall take effect when the Plan Administrator or designee accepts the applicable Beneficiary designation form; and; and

D) Transfer to another Investment Provider within the Plan.

Transfers from one Investment Provider to another (provider to provider transfers) will be requested from the previous Investment Provider within 30 days of receipt of the first Employer Contribution by the new Provider. If the Account to be transferred does not receive current Employer Contributions, the request will be made as soon as administratively possible.

3 Appointment and Responsibility of Investment Provider

The Trustee shall appoint, after a competitive bidding process, one or more insurance companies or other financial services companies as Investment Provider(s) to invest and hold the assets of the Plan. Investment Providers shall serve at the pleasure of the Trustee and shall have certain rights, powers and duties as are provided to it under the Investment Provider service agreement or contract. Investment Providers shall, subject to the Trustee's consent, have the power to appoint agents to act for the Investment Provider in the administration of accounts according to the terms, conditions, and provisions of their service agreement or contract with the State of Iowa. All Employer Contributions under the Plan shall be paid to the Investment Providers and shall be held, invested and reinvested by the Investment Providers in accordance with the provisions of this Article.

4 Method of Payment

Employer Contributions shall be forwarded after each pay period to the Investment Providers by electronic remittances, accompanied by a listing of the amounts to be credited to each Participant Account. RIC employers may establish separate remittances schedules and methods, but all Employer Contributions will be remitted in a timely manner consistent with the requirements of federal law. Investment Providers must minimize crediting errors and provide timely and accurate credit resolution.

5 Investment Options

The Trustee shall adopt various Investment Options for the investment of Employer Contributions by the Participant and shall monitor and evaluate the appropriateness of the Investment Options, other than the investments offered under the self-directed brokerage account, offered by the Plan. The Trustee may remove or phase out an Investment Option if the Investment Option has failed to meet the established evaluation criteria or for other good cause as determined by the Trustee. Following such adoption or removal of Investment Options by the Trustee, the Participant shall be entitled to select from among the available Investment Options for investment of Employer Contributions. In the event the Investment Options are removed, the Trustee may require the Participant to move balances to an alternative Investment Option offered by the Plan. If the Participant fails to act in response to a written notice within a specified number of days, upon the Trustee's request the Investment Provider shall transfer money out of the removed Investment Option to an alternative Investment Option chosen by the Trustee or the Investment Provider.

By exercising such right to select a new Investment Option or to take appropriate action with regard to the removed Investment prior to the Trustee moving the money on behalf of the Participant, the Participant agrees that none of the Plan Fiduciaries will be liable for any investment losses or lost investment opportunities that are experienced by the Participant in the alternative Investment Option they select or that is selected for them. At any time, the Trustee may reexamine the performance of the terminating Investment Option to determine if continued Plan participation is justified. Active Investment Providers may add new Investment Options if those options meet the criteria set forth in the investment policy.

6 Investment of Participant's Account

A Participant's Account shall be invested in accordance with the investment elections specified by the Participant in the manner prescribed by the Investment Provider and approved by the Trustee. If no Investment Options have been selected, the funds will be invested in a target retirement date fund based on the Participant's date of birth unless otherwise instructed by the Plan Administrator. The Investment Provider shall assume a retirement age of 65.

A Participant may change the investment of funds and may reallocate amounts in the Account among the Investment Options in a manner determined by each Investment Provider and subject to such provisions as the Plan Administrator may adopt. Any funds invested in an Investment Option that is a guaranteed investment or annuity contract shall be subject to any and all terms of such contract, including any limitations placed on the exercise of any rights otherwise granted to a Participant under any provisions of the Plan with respect to such Employer Contributions. The fact that an Investment Option is available for investment to Participants under the Plan shall not be construed as a recommendation for investment in that Investment Option.

All interest, dividends, charges for administration and premiums, and changes in value due to market fluctuation applicable to each Participant's Account, which is invested in accordance with the Participant's investment specifications, shall be credited or debited as they occur. All reports to the Participant shall be based on fair market value as of the reporting date.

7 Restrictions

If the Participant has only one Active Investment Provider 457(b) account, the Employer Contributions must be invested with that Investment Provider. If the Participant is funding a 457(b) account with more than one Active Investment Provider, the Participant must select the Active Investment Provider to receive on-going Employer Contributions. If the Participant has a 457(b) account with an Inactive Provider, the Participant must open a 401(a) Account with an Active Investment Provider to receive Employer Contributions. Members of the General Assembly may open a 401(a) Account to accept Eligible Rollover Distributions into the Plan. A Participant may have more than one open 401(a) Employer Match Account, but Employer Contributions may only be received into one Account.

8 Beneficiaries

The Participant shall have the right to file with the Plan Administrator or Plan Administrator's designee a written Beneficiary or change of Beneficiary form designating the Beneficiary(ies) as defined in Article One. Participants may also designate beneficiaries online if this function is offered by the Investment Provider.

If the Participant dies without having a designated Beneficiary or is not survived by the designated Beneficiary under the Plan, the Participant's Beneficiary shall be the Participant's Default Beneficiary.

The Participant accepts and acknowledges the burden for executing and filing with the Plan Administrator or Plan Administrator's designee a proper Beneficiary designation.

A Beneficiary may disclaim all rights to receive funds from the Participant's Account if such disclaimer meets the requirements of Code Section 2518. A disclaimer must be filed within nine months of the Participant's death, or such other time frame as required by federal or state law. In such cases, the Beneficiary's share shall revert to the remaining named Beneficiaries. If there are no other named Beneficiaries, the Participant's Beneficiary shall be the Participant's Default Beneficiary.

ARTICLE FIVE WITHDRAWALS PRIOR TO SEVERANCE FROM EMPLOYMENT

1 Conditions for Withdrawals

A Participant shall not be entitled to withdraw funds from the Participant's Account prior to Severance From Employment except as provided in this Article. A Participant who is eligible to withdraw funds under this Article shall determine whether funds shall be withdrawn from pretax Elective Deferrals and earnings, Roth Elective Deferrals and earnings, or both.

2 Withdrawals Due to Age or Status

In-service withdrawals prior to age 70½, including an unforeseeable emergency withdrawal or small account cash-out, are prohibited under the Plan. Upon attaining age 70½, an Employee may withdraw all or a portion of the Account. A Participant who is employed in the job classification of Senior Judge may withdraw all or a portion of the Participant's Account regardless of age.

3 In-Service Distributions from Rollover Account

If a Participant has a separate account attributable to rollover contributions to the Plan, then, to the extent permitted by law, the Participant may at any time elect to receive a distribution of all or any portion of the amount held in the rollover Account.

4 Loans

Loans are prohibited under the Plan.

ARTICLE SIX DISTRIBUTIONS UPON SEVERANCE FROM EMPLOYMENT

1 Commencement

All distributions under this Plan shall comply with the requirements of Code Section 401(a)(9), the provisions of the Worker, Retiree, and Employer Recovery Act of 2008, and the Coronavirus Aid, Relief, and Economic Security (CARES) Act.

In the event of a Participant's Severance From Employment, the Participant shall be entitled to receive a distribution of all Accounts under the Plan. A Participant who is eligible to withdraw funds under this Article shall determine whether funds shall be withdrawn from pretax assets, Roth assets, or both.

If a Participant dies before the entire balance of the Account is distributed, Section 6 of this Article shall apply.

Neither the Investment Provider nor the Plan Administrator will initiate payments until at least 30 days after receipt of the Special Tax Notice Regarding Plan Payments. The Participant may waive the 30-day notice period by making an affirmative election indicating whether or not the Participant wishes to make an Eligible Rollover Distribution.

The Participant may select, on forms prescribed by the Plan Administrator or Investment Provider, the time at which distributions under the Plan are to commence by designating a distribution option. However, the Participant shall begin payment no later than the Required Beginning Date provided by Code Section 401(a)(9).

2 Benefits Total

The Participant shall be entitled to receive the benefits created by participating in the Plan in accordance with the Participant's Investment Provider's distribution options. Generally, the benefits payable to the Participant will be the equivalent of the total benefits created by the investment selection made by the Participant, taking into consideration fees and market losses and gains where applicable.

3 Late Retirement

If the Participant continues employment after attaining 70½ years of age, all benefits payable under the Plan may be deferred until the Participant severs employment or dies. If the Participant is not an active Employee, the payment of benefits must begin no later than April 1st of the calendar year following the calendar year in which the Participant reaches their Minimum Required Beginning Date.

4 Service Purchase

The Plan, at the Plan Administrator's discretion, may make plan-to-plan transfers of all or a portion of the pretax assets of the Account to purchase service credit in a Defined Benefit Governmental Plan if such transfer is for the purchase of permissive service credit (as defined in Code Section 414(n)(3)(A)) under such plan.

5 Distributions from Designated Roth Accounts

Qualified distributions from the Designated Roth Account shall not be subject to income tax. A qualified distribution from a Designated Roth Account is a payment made to a Distributee who is eligible to request a distribution pursuant to this Plan, but only if the request is made both after the

Participant attains age 59½ (or after the Participant's death or disability) and after the Participant has had a Designated Roth Account in the Plan for a period of at least 5 years.

The 5-year period described in the preceding sentence begins on January 1 of the year the Participant's first Elective Deferral was made to the Designated Roth Account. However, if the Participant made a direct rollover to a Designated Roth Account in the Plan from a Designated Roth Account in a plan of another employer, the 5-year period begins on January 1 of the year the Participant's first Elective Deferral was made to the Designated Roth Account in the Plan or, if earlier, to the Designated Roth Account in the plan of the other employer.

6 Death

A) Multiple Beneficiaries

If a deceased Participant has multiple beneficiaries, the Participant's Account shall be divided into separate Accounts prior to distribution under the required minimum distribution rules, in accordance with the Regulations under Code Section 401(a)(9).

B) Distribution Commencement for Deaths Prior to 2022

If the Participant dies prior to January 1, 2022 and before distributions begin, the Participant's entire interest will be distributed, or begin to be distributed, no later than as follows:

(1) If the Participant's spouse is the Participant's sole Beneficiary, then distributions to the spouse will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, or by December 31 of the calendar year in which the Participant would have attained the Required Beginning Date, if later.

(2) If the Participant's spouse is not the Participant's sole Beneficiary, then distributions to the non-spouse Beneficiary will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died.

(3) If there is no Beneficiary as of September 30 of the year following the year of the Participant's death, the Participant's entire interest will be distributed to the Participant's estate by December 31 of the calendar year containing the fifth anniversary of the Participant's death.

(4) If the Participant's spouse is the Participant's sole Beneficiary and the spouse dies after the Participant but before distributions to the spouse are required to begin, this Section will apply as if the spouse were the Participant.

(5) If distributions under an annuity purchased from an insurance company irrevocably commence to the Participant before the Participant's Required Beginning Date (or to the Participant's surviving spouse before the date distributions are required to begin, the date distributions are considered to begin is the date distributions actually commence.

C) Distribution Options for Deaths Prior to 2022

(1) If the Participant died prior to the Required Beginning Date, the spouse may:

a. Keep as an inherited Account and

i. Take distributions over the spouse's life expectancy; or

ii. Take distributions over 5 years. All funds must be distributed by December 31st of the fifth year after the year in which the Participant died.

b. Roll eligible amounts into an inherited IRA via a direct rollover; or

c. Roll eligible amounts into an eligible retirement plan in which the spouse is the participant/IRA owner.

(2) If the Participant died after the Required Beginning Date, the spouse may:

a. Take distributions over the spouse's life expectancy;

b. Roll eligible amounts into an inherited IRA via a direct rollover; or

c. Roll eligible amounts into an eligible retirement plan in which the spouse is the participant/IRA owner.

(3) If the Participant died prior to the Required Beginning Date, a non-spouse Beneficiary may:

a. Take distributions over the Beneficiary's life expectancy, beginning the end of the year following the year of death;

b. Roll eligible amounts into an inherited IRA via a direct rollover; or

c. Take distributions over 5 years. All funds must be distributed by December 31st of the fifth year after the year in which the Participant died.

(4) If the Participant died after the Required Beginning Date, a non-spouse Beneficiary must take distributions based on the longer of their own life expectancy or the Participant's life expectancy.

(5) If the individual designated Beneficiary dies after January 1, 2022 and after distributions have begun but before the entire Account balance has been paid out, annual distributions will be paid and completed within 10 years of the designated Beneficiary's death. This provision does not apply to designated Beneficiaries that are entities, such as a trust, estate or charity.

D) Distribution Commencement for Deaths on or after January 1, 2022

If the Participant dies on or after January 1, 2022 and before distributions begin, the Participant's entire interest will be distributed, or begin to be distributed, no later than as follows:

(1) If the Participant is survived by an individual Beneficiary who is not an Eligible Designated Beneficiary as of September 30 of the year following the year of the Participant's death, the

Participant's entire interest will be distributed to the Participant's estate by December 31 of the calendar year containing the tenth anniversary of the Participant's death.

(2) If the Participant is survived by an Eligible Designated Beneficiary, distributions to the Eligible Designated Beneficiary will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died. However, if the Participant's spouse is the sole Beneficiary, then the commencement of distributions may be delayed until December 31 of the calendar year in which the Participant would have reached the Required Beginning Date, if later.

(3) If there is no individual named Beneficiary as of September 30 of the year following the year of the Participant's death, the Participant's entire interest will be distributed to the Participant's estate by December 31 of the calendar year containing the fifth anniversary of the Participant's death.

E) Distribution Options for Deaths on or after January 1, 2022

(1) If the Participant died prior to the Required Beginning Date, the spouse may:

a. Keep as an inherited Account and

i. Delay distributions until the Participant would have reached the Required Beginning Date;

ii. Take distributions over the spouse's life expectancy; or

iii. Take distributions over 10 years. All funds must be distributed by December 31st of the tenth year after the year in which the Participant died.

b. Roll eligible amounts into an inherited IRA via a direct rollover; or

c. Roll eligible amounts into an eligible retirement plan in which the spouse is the participant/IRA owner.

(2) If the Participant died after the Required Beginning Date, the spouse may:

a. Keep as an inherited Account and take distributions over the spouse's life expectancy; or

b. Roll eligible amounts into an inherited IRA via a direct rollover; or

c. Roll eligible amounts into an eligible retirement plan in which the spouse is the participant/IRA owner.

(3) If the Participant died prior to the Required Beginning Date, an Eligible Designated Beneficiary may:

a. Take distributions over the longer of Beneficiary's life expectancy and the Participant's remaining life expectancy; or

b. Take distributions over 10 years. All funds must be distributed by December 31st of the tenth year after the year in which the Participant died.

(4) If the Participant died after the Required Beginning Date, an Eligible Designated Beneficiary may take distributions over the longer of their own life expectancy and the Participant's life expectancy.

(5) Beneficiaries who are not Eligible Designated Beneficiaries but are individuals must take distributions over a 10- year period. All funds must be distributed by December 31st of the tenth year after the year in which the Participant died.

(6) Beneficiaries who are not individuals, such as a trust or a charity, shall follow the rules for deaths that occurred prior to 2020.

7 Payment and Settlement Options

Subject to the provisions of Section 1 of this Article, a Distributee may elect within the period and on the forms prescribed by the Plan Administrator and Investment Provider, to receive the balance of the Account in the form of:

A) a lump sum, payable in cash;

B) lifetime periodic installments;

C) systematic withdrawal payments; or

D) payments made available from the Investment Provider and approved by the Plan Administrator or the Trustee.

8 Rollover to Eligible Retirement Plan

Notwithstanding any provision of the Plan to the contrary that would otherwise limit a Distributee's election under this Section, a Distributee may elect, at the time and in the manner prescribed by the Plan Administrator, to have any portion of an Eligible Rollover Distribution paid directly to an Eligible Retirement Plan specified by the Distributee in a Direct Rollover. Pursuant to Code Section 402(c)(11), effective January 1, 2007, a designated Beneficiary may elect to a Direct Rollover of funds to an eligible beneficiary individual retirement plan described in Code Section 408(a) or (b). This includes transfers of all or a portion of the Account to a Defined Benefit Governmental Plan.

9 Minimum Distribution Requirements

Any payment of benefits shall be made according to a form of distribution that begins not later than the Required Beginning Date. Pursuant to Code Section 401(a)(9) the minimum distribution incidental benefit requirement of Section 401(a)(9)(G) of the Code, payments shall be calculated such that:

A) the entire Account will be distributed over the lives or over a period not extending beyond the life expectancy of the Participant and the Participant's Eligible Designated Beneficiary; and

B) the amounts payable with respect to the Participant will be paid at times which are not later than the times required by Code Section 401(a)(9)(G) [relating to incidental death benefits];

C) any remaining payments after the death of the Participant shall be made at least as rapidly as under the form of distribution being used as of the date of the Participant's death;

D) the life expectancy or joint and last survivor life expectancy shall be computed using the expected return multiples in the Internal Revenue Service Tables under Regulations 1.72-9 or under any other method as permitted by Regulations under Code Section 401(a)(9); and

E) payments made to a spouse Beneficiary based on the spouse's life expectancy in 2024 or after shall be determined under the Uniform Life Expectancy table, or such other calculation method as required by the Code or Regulations.

10 Distribution Calendar Year

For distributions beginning before the Participant's death, the first distribution calendar year is the calendar year immediately preceding the calendar year which contains the Participant's required beginning date. For distributions beginning after the Participant's death, the first distribution calendar year is the calendar year in which distributions are required to begin. The required minimum distribution for the Participant's first distribution calendar year will be made on or before the participant's required beginning date. The required minimum distribution for other distribution calendar years, including the required minimum distribution for the distribution calendar year in which the Participant's required beginning date occurs, will be made on or before December 31 of that distribution calendar year.

11 Distribution for Minor Beneficiary

In the event a distribution is to be made to a minor, the Plan Administrator may direct that such distribution be paid to the legal guardian, or if none, to a parent of such Beneficiary or a responsible adult with whom the Beneficiary lives, or to the custodian for such Beneficiary under the Iowa Uniform Transfers to Minors Act or under any similar law promulgated by the state in which the Beneficiary resides. Such a payment to the legal guardian, custodian or parent of a minor Beneficiary shall fully discharge the Trustee, Plan Administrator, Employer, and Plan from further liability on account thereof.

12 Location of Participant or Beneficiary Unknown

The Plan Administrator or its designee shall make all reasonable attempts to determine the identity and address of a Participant or a Participant's Beneficiary entitled to benefits under the Plan. For this purpose, a reasonable attempt means (a) the mailing by certified mail of a notice to the last known address shown in the Plan Administrator's or designee's records; (b) use of a commercial locator service, the internet or other general search method; or (c) use such other methods as the Plan Administrator believes prudent.

If the Participant or Beneficiary has not responded within six months, the Plan shall continue to hold the benefits due such person until, in the Plan Administrator's discretion the Plan is required to take other action under applicable law.

Notwithstanding the foregoing, if the Plan Administrator or designee is unable to locate a person entitled to benefits hereunder after applying the search methods set forth above, then the Plan Administrator, in its sole discretion, may pay an amount that is immediately distributable to such person in a direct rollover to an individual retirement plan designated by the Plan Administrator.

ARTICLE SEVEN MISCELLANEOUS DISTRIBUTIONS

1 In-Plan Roth Rollover/Conversion to Designated Roth Account

An eligible Participant may roll over all or a portion of the Participant's pretax Account balance with an Investment Provider into a Designated Roth Account with the same Investment Provider if the Participant has an eligible rollover distribution. A Participant has an eligible rollover distribution if the Participant has a distributable event as described below.

Participants may also request to convert pretax assets with an Investment Provider in the Plan to a Designated Roth Account with the Investment Provider prior to reaching a distributable event if the Investment Provider allows for such transactions.

Once assets are rolled over or converted into a Designated Roth Account, the assets may not be rolled over or converted into pretax assets within the Plan.

For purposes of this Section, distributable events for an Employee are limited to:

- Severance From Employment;
- eligibility to withdraw under Article Five, Section 2 due to age; and
- eligibility to withdraw funds previously rolled into the Plan under Article Three, Section 4.

Distributable events to other Participants are limited to:

- division of an Account due to a Qualified Domestic Relations Order, in relation to the Alternate Payee's share of the Employee's Account; and
- death of the Employee, in relation to a Beneficiary's share of the Employee's Account.

An eligible rollover distribution is any distribution except:

- required minimum distributions; and
- any of a series of substantially equal periodic distributions paid at least once a year over:
    - a Distributee's lifetime or life expectancy;
    - a Distributee's and a Distributee's Beneficiary's lifetimes or life expectancies; or
    - a period of 10 or more years.

The Participant will be responsible for the payment of income taxes due to the rollover or conversion. Any amount rolled over or converted shall not be considered part of the Participant's annual Maximum Contribution Limit for the year of the in-plan Roth rollover.

2 Distributions Under Qualified Domestic Relations Order

The Plan specifically permits distribution at any time to an Alternate Payee under a Qualified Domestic Relations Order irrespective of whether the Participant has met the Plan requirements to receive a distribution. A distribution to an Alternate Payee prior to the Participant's Severance From Employment is available only if the order does not prohibit distribution at that time. Nothing in this Article permits a Participant to receive a distribution at a time otherwise not permitted under the Plan nor does it permit the Alternate Payee to receive a form of payment not permitted under the Plan. An Alternate Payee who is the spouse or former spouse of the Participant shall be treated as the Distributee of any distribution or payment made to the Alternate Payee, this includes any taxes or penalties.

3 Special Provision Applicable to 2009 Required Minimum Distributions

A Participant who would otherwise be required to receive a minimum distribution from the Plan in accordance with Code Section 401(a)(9) for the 2009 distribution calendar year may elect not to receive any such distribution that is payable with respect to the 2009 distribution calendar year.

Notwithstanding the provisions of Section 9 of Article Six, the Plan Administrator may permit a Participant who received a minimum distribution from the Plan for the 2009 distribution calendar year to make a direct rollover of such distribution to an eligible retirement plan.

4 Special Provision Applicable to 2020 Required Minimum Distributions

Pursuant to the Coronavirus Aid, Relief, and Economic Security Act (CARES Act), a Participant who would otherwise be required to receive a minimum distribution from the Plan in accordance with Code Section 401(a)(9) for the 2020 distribution calendar year may elect not to receive any such distribution that is payable with respect to the 2020 distribution calendar year.

Notwithstanding the provisions of Section 9 of Article Six, the Plan Administrator may permit a Participant who receives a minimum distribution from the Plan for the 2020 distribution calendar year to make a direct rollover of such distribution to an eligible retirement plan.

ARTICLE EIGHT ADMINISTRATION

1 Powers and Duties of the Plan Administrator

The primary responsibility of the Plan Administrator is to administer the Plan for the exclusive benefit of the Participant, subject to the specific terms of the Plan. The Plan Administrator shall administer the Plan in accordance with its terms and shall have the power and discretion to construe the terms of the Plan and determine all questions arising in connection with the administration, interpretation, and application of the Plan. The Plan Administrator may establish procedures, correct any defect, supply any information, or reconcile any inconsistency in such manner and to such extent as shall be deemed necessary or advisable to carry out the purpose of the Plan; provided, however, that any procedure, discretionary act, interpretation or construction shall be done in a nondiscriminatory manner based upon uniform principles consistently applied and shall be consistent with the intent

that the Plan shall continue to be deemed a Eligible Retirement Plan under the terms of Code Section 401(a), and shall comply with the terms of all Regulations issued pursuant thereto. The Plan Administrator shall have all powers necessary or appropriate to accomplish the duties under the Plan.

The Participant specifically agree that the Employer, the Trustee, DAS, the Plan Administrator, or any other employee or agent of the Employer, shall not be liable for any loss sustained by the Participant for the nonperformance of duties, negligence, or any other misconduct of the above-named persons except that this paragraph shall not excuse malicious or wanton misconduct.

The Trustee shall be charged with the duties of the general administration of the Plan, including, but not limited to, the following:

A) the discretion to determine all questions relating to the eligibility of Employees to participate or remain Participants hereunder and to receive benefits under the Plan;

B) authorization to direct the Investment Provider with respect to all non-discretionary or otherwise directed disbursements of funds; and

C) maintenance of all necessary records for the administration of the Plan.

2 Records and Reports

The Investment Providers shall keep a record of all actions taken and shall keep all other books of account, records, and other data that may be necessary for proper administration of the Plan and shall be responsible for supplying all information and reports to the Internal Revenue Service, Participant, and others as required by law.

3 Fees

All investment management fees and Investment Provider administrative fees shall be deducted from Participants' Accounts. The Employer shall not be responsible for paying any fees to the Investment Provider or to an investment fund.

4 Plan Year

The plan shall be operated on a calendar year basis.

ARTICLE NINE AMENDMENT AND TERMINATION

1 Amendment

DAS reserves the right at any time and from time to time, and retroactively if deemed necessary or appropriate, to amend in whole or in part any or all of the provisions of the Plan. However, no amendment shall be made that has the effect of impairing the right of any Participant to amounts credited to the Participant’s Account in the Plan, unless required to comply with the federal or state law.

2 Termination

DAS may terminate the Plan or completely discontinue Employer Contributions under the Plan for any reason at any time. In the event of a Plan termination, the total amount in each Participant's Account shall be distributed as the Plan Administrator shall direct in accordance with the provisions of the Plan.

ARTICLE TEN MISCELLANEOUS

1 Conditions of Employment Not Affected by Plan

Participation in the Plan by an Employee shall not be construed as a contract of employment to the Participant or an amendment to an existing employment contract of the Participant, nor shall participation in the Plan be construed as affording to the Participant any representation or guarantee regarding the Participant's continued employment.

2 Construction

The Plan shall be construed, regulated and administered in such a manner as to satisfy the requirements for eligibility under Code Section 401(a) and, if any provision of the Plan is subject to more than one interpretation or constructions, such ambiguity shall be resolved in the favor of that interpretation or construction which is consistent with the Plan being so eligible.

The titles and headings of the Articles and Sections in this Plan Document are for convenience only. In the case of ambiguity or inconsistency, the text rather than the titles or headings shall control.

In construction of this Plan Document, the masculine shall include the feminine or neuter and the singular shall include the plural and vice-versa in all cases where such meanings would be appropriate.

3 Non-Alienation

Except as otherwise required by law or as provided in Section 4 and 5 of this Article, the rights of any Participant (including any Employer compensation or benefits paid) under the Plan shall not be subject to the rights of creditors of the Participant, and shall be exempt from execution, attachment, garnishment, prior assignment, transfer by operation of law in the event of the bankruptcy or insolvency or any other judicial relief or order for creditors or other third persons. No Participant shall have any right to commute, sell, assign, encumber, hypothecate, transfer or otherwise convey the right to receive any payments hereunder, which payments and the right thereto are expressly declared to be non-assignable and nontransferable, and any such attempted assignment or transfer shall not be recognized by the Plan. Except as required by law, the right to exercise any power of any Participant shall be personal and shall not be exercisable by any trustee in bankruptcy, court of law, or other person or entity seeking to act in the name of or by the right of the Participant except as follows: the guardian or custodian of a Participant who is incapacitated by reason of illness or age, a person so designated in a Participant's lawfully executed power of attorney where the Participant is incapacitated by reason of illness or age, or the guardian or custodian of a Beneficiary who has not reached majority. The Participant agrees that in the event of the Participant's bankruptcy or

insolvency, a timely application will be made to secure exemption for all funds maintained in the Participant's Account.

4 Qualified Domestic Relations Order

Notwithstanding the provisions of Section 3 of this Article, effective January 1, 2002, the Plan Administrator shall comply with the provisions of a domestic relations order, which the Plan Administrator determines to constitute a Qualified Domestic Relations Order, as defined in Code Section 414(p). The Plan Administrator shall establish procedures to determine the status of a judgment, decree or order as a Qualified Domestic Relations Order and to administer Plan distributions in accordance with Qualified Domestic Relations Orders. The Plan Administrator, or the Plan Administrator's designee, will determine whether the judgment, decree, or order is valid and binding on the Plan, and whether it is issued by a court or agency with jurisdiction over the Plan. The judgment, decree, or order must specify which of the Participant's Accounts are to be paid or set aside and the valuation date of the Accounts.

5 IRS Levy

Notwithstanding Section 3 of this Article, the Plan Administrator may direct payment from a Participant's or Beneficiary's Account in the amount that the Plan Administrator finds is lawfully demanded under a levy issued by the Internal Revenue Service with respect to that Participant or Beneficiary or is sought to be collected by the United States Government under a judgment resulting from an unpaid tax assessment against the Participant or Beneficiary.

6 Facility of Payment

In the event the Plan Administrator or the Plan Administrator's designee determines that any Participant receiving or entitled to receive benefits under the Plan has been declared incompetent by a court of competent jurisdiction, benefit payments due under the Plan may be made to the legal guardian of the property of such incompetent person. In the event the Plan Administrator or the Plan Administrator's designee determines that any Participant has executed a binding power of attorney, or other legal document authorizing another to act as agent or attorney on behalf of such Participant, benefit payments due under the Plan may be made to the agent or attorney so designated in the power of attorney or other legal document. Benefit payments made under the Plan in accordance with determinations of the Plan Administrator or the Plan Administrator's designee shall be a complete discharge of any obligations arising under the Plan with respect to such benefit payments.

7 Elections

Any elections, notifications or designations made by a Participant pursuant to the provisions of the Plan shall be made in the time and manner determined by the Plan Administrator. The Plan Administrator reserves the right to change, from time to time, the time and manner for making notifications, elections or designations by Participants under the Plan if it determines after due deliberation that such action is justified in that it improves the administration of the Plan. In the event of a conflict between the provisions for making an election, notification or designation set forth in the Plan and such new administrative procedures, those new administrative procedures shall prevail.

8 Tax Effects

Neither the Employer, the Plan Administrator, the State of Iowa or any agency thereof, nor any firm, person, nor corporation represent or guarantee that any particular federal, state, or local tax consequences will occur as a result of any Participant's initial or continued participation in the Plan. It is recommended that each Participant consult with an independent advisor regarding the tax consequences of participation in the Plan.

It shall be the responsibility of the Investment Providers, when making payment directly to the Distributee, to withhold any required federal and state income taxes, to remit them to the proper government agency on a timely basis, to provide the Distributee with a Form 1099-R each year, and to file all necessary reports as required by federal and state regulations.

9 Supplementary Information

Any explanatory brochures, pamphlets, or notices distributed by the Plan shall be distributed for information purposes and shall not override any provision of the Plan or give any person any claim or right not provided for under the Plan. Notwithstanding the foregoing, to the extent that the terms of this Plan Document authorize the adoption of supplementary guidelines or procedures, any publication announcing such guidelines or procedures may be relied upon by the persons to whom it is distributed, unless and until modified by a subsequent publication, or revocation of the publication by the Plan Administrator. Any procedural requirement described in any such publication shall be binding, as applicable, to the same extent as if such requirement were set forth in this Plan Document. In the event any form or other document, used in administering the Plan, including but not limited to enrollment forms and marketing materials, conflicts with the terms of the Plan, the terms of the Plan shall prevail.

10 Mistaken Elective Deferrals

If any Employer Contribution (or any portion thereof) is made to the Plan by a good faith mistake of fact, then within one year after the payment of the Employer Contribution, and upon receipt in good order of a proper request approved by the Plan Administrator, the amount of the mistaken Employer Contribution (adjusted for any income or loss in value, if any, allocable thereto) shall be returned to the Employer.

11 Governing Law

The Plan will be construed, administered and enforced according to the Code and the laws of the State of Iowa.

12 No Liability

Investment Providers are solely liable for the payment of benefits under the Plan. Each Participant shall look solely to the Investment Providers of applicable Annuity Contracts and Custodial Accounts for receipt of payments or benefits under the Plan. Neither the Employer, the Plan Administrator, nor the State of Iowa, or any other employee or agent of same, shall be liable for any loss sustained by the Participant for the nonperformance of duties, negligence, or any other misconduct of any Investment Provider.

ARTICLE ELEVEN ADOPTION OF PLAN DOCUMENT

All RIC Employers have evidenced their intent to adopt this Plan by executing service agreements with RIC which are hereby incorporated as a part of this Plan Document. This Plan Document, the service agreements, any later executed amendments to this Plan Document, and any underlying Annuity Contracts and Custodial Accounts provided by the Investment Providers, as well as necessary forms and administrative policies and procedures developed for the Plan, shall constitute the entire Plan.

State of Iowa
Department of Administrative Services

/s/ 10/20/2026

Mark Campbell — Date
Trustee