



<i>Current Plan Documents effective: January 1, 2022</i>	
<b>Plan Sponsor:</b>	Area Agency on Aging of Pasco-Pinellas, Inc
<b>Plan Name</b>	Area Agency on Aging 401(k) Plan
Participating Employer(s), if applicable	n/a
<b>STREET ADDRESS</b>	9549 Koger Blvd., Ste 100
<b>CITY, STATE, ZIP</b>	St. Petersburg, FL 33702
<b>PHONE</b>	(727) 570-9696
<b>EFFECTIVE DATE of changes:</b>	January 1, 2022
<b>Eligibility Requirements:</b>	
<b>PLAN ELIGIBILITY</b>	Three (3) Months No Age Requirement
<b>HOURS OF SERVICE</b>	n/a
<b>ENTRY DATES and OPEN ENROLLMENT</b>	1st of Month coincident with or following
<b>DEFERRAL CHANGES</b>	Any Payroll
<b>Plan Contributions:</b>	
<b>EMPLOYEE DEFERRALS</b>	
Catch Up Employee Deferrals (Age 50 in plan year)	Maximum Allowed - \$19,500 for 2021 Permitted - Maximum Allowed - \$6,500 for 2021 Match Will Apply
Roth Employee Deferrals	Allowed
<b>SAFE HARBOR ER CONTRIBUTION</b>	Enhanced Safe Harbor Employer Match: \$1/\$1 up to 4% of compensation - 100% vested contribution. 6% employer match on salary
SAFE HARBOR additional discretionary match - not to exceed 4%	Yes, Allowed
ACA - Auto Deferral - Auto Escalation	
<b>DISCRETIONARY MATCH</b>	
Flexible discretionary match: Requires Participant Notice	Yes, Allowed
Rigid discretionary match - Formula specific	
Computation period/true up: Plan year, Each payroll, Quarterly, other	
Last Day Rule/Hours of Service	n/a
<b>DISCRETIONARY NONELECTIVE (Profit Sharing)</b>	
Allocation Method - Each in own class, Integration, Salary Ratio	Allowed (10% for 2020) Salary Ratio
Last Day Rule/Hours of Service	n/a
<b>FORFEITURES</b>	Reduce Employer Non-elective Contributions and Pay Plan Expenses
<b>ROLLOVERS INTO THE PLAN</b>	Participants Only From Any Source Except Roth
<b>Vesting Schedule:</b>	
Discretionary Employer Match or Nonelective Contributions	1-20%, 2-40%, 3-60%, 4-80%, 5-100%
<b>Compensation:</b>	
<b>DEFINITION</b>	Gross W-2 - Date of Entry - Accrued Vacation Time that an Active Employee Sells Back to the Employer is Excluded for Purposes of all Contributions. - Vacation & Sick Leave Excluded from Terminees.
<b>Testing:</b>	
TESTING METHOD	Current Year Testing (NHC 3.81% for 2020) No HCE for 2021
<b>Retirement:</b>	
RETIREMENT and EARLY RETIREMENT AGE	Normal Age 65 and 5 Years of Participation Early - N/A
<b>Plan Distributions:</b>	
PARTICIPANT LOANS	2 Per Calendar Year Outstanding Hardship Reasons Only Available from Deferral or Rollover Accounts Only \$1,000 Minimum Prime + 2%
CARES Tax Act	Yes
IN-SERVICE	Age 60 From All 100% Vested Sources One per year
CRDs (CARES Tax Act)	Yes
HARDSHIP DISTRIBUTIONS	Yes, Allowed from all 100% vested accounts
FORMS OF DISTRIBUTIONS	Lump Sum, Installments for RMD's Mandatory Distribution <\$5,000
<b>Plan Expenses</b>	Employees Pay Distribution and Loan Fees
<b>Trustees</b>	Ann Marie Winter and Christopher Comstock

Signature of Authorized Employer Representative

Print Name of Authorized Employer Representative