



GENERAL EXPLANATION - FIXED ACCOUNT SUPPLEMENTAL RETIREMENT PLAN

The NATRIP Supplemental Retirement Plan permits you to voluntarily establish your own Individual Retirement Account (IRA: Traditional or Roth) and/or Non-Qualified Deferred Annuity Account (interest accumulates on a tax-deferred basis). Once received, your contributions are placed with the Lincoln National Life Insurance Company at the then prevailing rate. As a participant you will receive quarterly statements. **There is no mandatory minimum contribution amount and there are no administrative fees.**

ELIGIBILITY

Anyone age 18 and over who is interested in a stable funding option to meet their retirement planning needs is eligible to participate. **Call Independent Plan Coordinators (IPC) at (800) 368-3515 for an enrollment form.**

FUNDING CARRIER

Lincoln National Life has a history of outstanding investment performance and is a leader in the industry with over 105 years of experience, assuring us of both expertise and unquestioned reliability. Lincoln National Life's financial strength: "A" by A.M. Best which ranked Lincoln National Life "Excellent", as third highest of sixteen. (These ratings reflect claims paying ability but are not a guarantee of future performance.)

RETURN

The first and second quarter rate is 3.60% on all contributions received by June 23, 2025. Call IPC for subsequent semi-annual rates.

All first and second quarter 2025 contributions will receive no less than 3.60% guaranteed through December 31, 2025. For new contributions credited during 2025, an interest rate will be declared on a semi-annual basis and contributions received and credited during that timeframe will receive that interest rate until December 31, 2025. For 2026, a guaranteed rate will be declared semi-annually on 2025 contributions but can be no less than 1.50%. You begin to earn interest upon receipt of your contribution by Lincoln National Life which will be forwarded from the custodian no later than 7 business days following deposit.

WITHDRAWALS

Withdrawals are processed as of the 15th and last calendar day of the month, **for forms received in good order 5 business days prior to the withdrawal date.**

IRS PENALTIES FOR PREMATURE DISTRIBUTION

Generally, distributions received prior to age 59 1/2 that are not due to death, disability, transfer or rollover are subject to a 10% IRS Penalty Tax as follows: (1) Traditional IRA - on the full amount withdrawn; (2) Non-Qualified Tax-Deferred Annuity - on interest earnings only; (3) Roth IRA – some withdrawals may be penalty-free and some may even be tax-free. However, the combination of several factors, including your age and whether the account has been open at least five tax years will affect the taxability. Consult your tax advisor for more details.

SURRENDER CHARGES

This charge will not be assessed if the Participant is (1) 59 1/2 and retired; or (2) disabled; or (3) deceased.

Lincoln National Life will assess a surrender charge for distributions (including transfers & rollovers) on the following schedule (based on date of first contribution):

Years of Participation	Penalty Percentage
1-5	5%
6	4%
7	3%
8	2%
9	1%
10 or more years	0%

Principal is guaranteed by the funding carrier which is based on continued claims paying ability of the insurer or the ability of the company to meet its financial obligations.

ENHANCED PLAN FEATURES

You may withdraw up to 50% of your accumulated interest earnings once per year without surrender charge.

Each lump sum contribution of \$10,000 or more per participant that you make in 2025 will be credited with an additional .05% for 2025.

Balances over \$100,000 will receive bonus interest of .10% (reset January 1 and July 1) on contribution years 2004 through current. These features are subject to change.

Minimum CONTRACTUAL Guarantee for the Supplemental Retirement Plan is 1.50%.

Stated interest rates are the effective annual rate. Daily compounding rates are used to equal the rate. Lincoln National Life form number is 20880VA.

INDIVIDUAL RETIRMENT ACCOUNT (IRA)

Participants may choose from a Traditional IRA or Roth IRA. The maximum contribution amount for the 2025 tax year is limited to 100% of earned income up to \$14,000 for joint filers (up to \$7,000 each) and \$7,000 for singles. These limits are subject to change annually. Participants age 50 or older during the tax year may contribute an additional \$1,000. This is a combined maximum for *all* Traditional and Roth IRAs you hold.

TRADITIONAL IRA - All or part of your contributions may be deductible. The determining factors for deductibility are the income restrictions and eligibility to participate in an employer-sponsored qualified retirement plan.

ROTH IRA - Contributions are non-deductible. Earnings, however, are tax-free provided the account has been open at least five tax years and you are at least 59 1/2 when you begin withdrawals. The availability of this type of IRA is phased out according to your Adjusted Gross Income: for joint filers, \$236,000 to \$246,000; for single filers, \$150,000 to \$165,000 for 2025.

IRA contributions can be made for tax year 2024 until April 15, 2025 or until your 2024 tax return is filed (excluding filing extensions). If any portion of your Traditional IRA contribution is non-deductible, you must file Form 8606 with your tax return. IPC can provide more details on deductibility upon request.

Under the Supplemental Retirement Plan you may roll over your accumulated balance in a qualified retirement plan into a Traditional IRA without tax consequences. You may also transfer or roll over a Traditional IRA into another Traditional IRA, or a Roth IRA. You may transfer a Roth IRA to another Roth IRA. You should be certain that you understand the tax consequences before executing any transfer.

Minimum required distributions on Traditional IRAs must begin by April 1 of the year following the year in which you attain MRD age. **For Roth IRAs there is no age limit for withdrawals.**



NON-QUALIFIED TAX-DEFERRED ANNUITY

If you wish to make contributions greater than those permitted under IRA regulations, or if you are not eligible to establish a deductible IRA, you may want to participate in the Non-Qualified Tax-Deferred Annuity portion of the Supplemental Retirement Plan and have all of the advantages of this tax-deferred annuity plan for your retirement planning.

There are no limitations on contributions. You may contribute as much as you wish at any time.

Contributions are not tax deductible. However, interest earnings will accumulate on a tax-deferred basis, that is, no taxes will be assessed until earnings are withdrawn. Withdrawals are processed from interest first. (IRS Regulations).

IRS reporting requirements do not require you to indicate contributions to or current interest earnings on a Non-Qualified Tax-Deferred Annuity on your Form 1040. Interest is taxable upon withdrawal.

There are no maximum age limitations for contributions or withdrawals.

Please contact your accountant, attorney, or financial advisor and compare the NATRIP Supplemental Retirement Plan to other available options.

TUITION REWARDS PROGRAM

The Tuition Rewards Program offers participants the opportunity to earn Tuition Reward Points to be used as discounts off tuition at participating private colleges and universities. The Tuition Reward Points represent the minimum scholarship that an eligible student will receive if and when he or she attends a member school. Schools may count Tuition Rewards as part of their normal institutional and merit scholarships.

The Tuition Rewards Program is free to NATRIP Supplemental Retirement Plan participants and participants earn points at a rate of 1.25% of account balance per quarter.

Upon joining the NATRIP Supplemental Retirement Plan you may access the IPC website at www.IPC-VA.com to monitor your account and to register for the Tuition Rewards Program.