Nicklaus Children's Retirement Savings Plan

Auto Enrollment – in the 403(b) plan

- Nicklaus Children's will match dollar for dollar up to 3% of your eligible earnings
- New hires are auto-enrolled at 3% and can opt-out any time
- At the beginning of each year there is an auto baseline to 3%
- The plan (mid-year) has a contribution accelerator feature which allows you to save by increasing your contributions by 1% up to a limit of 10%
- To receive the full benefit of the 3% employer match, we encourage every employee to contribute towards their 403b retirement on a biweekly basis. Those employees who normally contribute the maximum allowable limit early in the year(known as front loading) may not receive the full benefit of the employer match contributions unless the maximum limit is divided into 26 pay periods for the year.

Roth 403(b) Plan

- Post-tax plan allowing for additional savings with employer match up to 3% if not used with 403(b) pre-tax plan.
- Qualified Roth distributions are federal income tax-free, provided the Roth account has been open for at least five tax years, which begins January 1 of the first year you contribute to a Roth account, and the participant has reached age 59 ½, has died, or has become disabled.

*Vested 100% on employee's own elective deferrals

Nicklaus Children's Retirement Savings Plan

2026 403(b) contribution limits:

- Employee Elective Deferral Limit: This is ***projected*** to increase to $24,500, a $1,000 increase from 2025.

- Catch-Up Contributions (Age 50+): Individuals that are age 50 and over can contribute an additional $8,000 in catch-up contributions, a $500 increase from 2025.

- Enhanced Catch-Up Contributions (Age 60-63): Individuals that are age 60-63 can contribute an even higher catch-up amount, projected at $11,500.