

**SUMMARY OF MATERIAL MODIFICATIONS #2  
McPherson College 403(b) Plan (“PLAN”)**

Due to the recent amendment of the above-referenced Plan, changes have been made that could affect your rights under the Plan. This Summary of Material Modifications (SMM) describes the recent Plan amendment and how that amendment may affect you. This Summary of Material Modifications overrides any inconsistent information included in the Plan’s Summary Plan Description (SPD) or other Plan forms.

The modifications described in this Summary of Material Modifications are effective as of 7-21-2024. All other provisions are effective as described in the Summary Plan Description.

**GENERAL INFORMATION AND DEFINITIONS**

Article 2 of the SPD describes general information and definitions applicable to the Plan. The Plan has been amended to change certain general information or definitions. This section describes the changes that were made to the information contained in Article 2 of the SPD.

**Compensation:** The definition of “compensation” under the Plan has been amended. For purposes of determining Plan Compensation, your total taxable wages or salary is taken into account. In no event will severance pay and other compensation paid after the end of the year or more than 2½ months following termination of employment, if later, be considered Plan Compensation. Unless designated otherwise, the new definition of compensation under the Plan includes your total taxable wages or salary increased to include any Salary Deferrals you make to this 403(b) plan and any other pre-tax salary reduction contributions you make under any other plans we maintain (including any pre-tax contributions you make under a medical reimbursement plan (i.e., a cafeteria plan)). Plan Compensation does not include payments for unused leave, such as unused sick leave, vacation, or other leave and certain payments from an unfunded deferred compensation plan that is paid after severance of employment. Further, for purposes of determining contributions under the Plan, the following types of compensation are excluded from the definition of compensation:

- **Salary Deferrals.** In determining the amount of Salary Deferrals you may make under the Plan, the following amounts are excluded in determining compensation:
  - Certain cafeteria plan contributions
  - Compensation that is paid after you terminate employment
  - Differential pay for Employees on military leave

- **Employer Contributions.** In determining the amount of Employer Contributions that will be made on behalf of Participants under the Plan, the following amounts are excluded in determining compensation.
  - Bonuses
  - Overtime pay
  - Certain cafeteria plan contributions
  - Compensation that is paid after you terminate employment
  - Differential pay for Employees on military leave

### **Additional Information**

If you have any questions about the modifications described in this Summary of Material Modifications or about the Plan in general, or if you would like a copy of the Summary Plan Description or other Plan documents, you may contact:

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