



2024

# 401(k) Retirement Guide

The Core CMC Retirement Plan



# CMC is invested in your future and we want you to be, too!

The Core CMC Retirement Plan offers you a Company match, an annual discretionary Supplemental Contribution and a variety of investment options. Plus, the Plan has some additional features, like automatic increases, designed to help you grow your savings a little more each year. This guide provides a brief overview of how the Plan works, what you need to do and where to go to learn more.

## Plan Facts – You're In!

As a full- or part-time employee of CMC, you will be eligible to join the Retirement Plan on the first of the month following the first 30 days of your employment. Starting 31 days after you become eligible, **6% of your pay will be automatically deducted from each paycheck and contributed to your pre-tax account** unless you elect a different percentage or elect not to contribute at all. You may elect to increase, decrease or stop your deferrals at any time.

If you are automatically enrolled in the Plan, your pre-tax contribution rate will increase by 1% every September 1 until your deferral percentage reaches 8%. This automatic feature makes it easier for you to increase your retirement savings.

### YOUR CONTRIBUTIONS

When you make your elections, you can save in one or a combination of the following ways (save from 1% to 50% of your pay, up to IRS limits):

- **Pre-tax 401(k) contributions**, which are deducted from your pay before income taxes are withheld. That means you're taxed on a smaller amount of money, so you'll **pay less in taxes today**. You pay taxes on these contributions and earnings when you withdraw the money from the Plan.
- **Roth after-tax 401(k) contributions**, which are deducted from your pay after income taxes are withheld. Investment earnings on the Roth after-tax contributions are never taxed if you received the money as a qualified distribution.

In order to be a qualified distribution, the following two requirements must be met:

- Your distribution must occur at least five years after your Roth after-tax account has been established, and
- You must receive your distribution after age 59½ or upon death or disability.

Distributions that do not meet the above criteria are considered non-qualified and may be subject to income tax and early distribution penalties.

### GET PAID TO SAVE – COMPANY MATCH

CMC will contribute \$1 for every \$1 you save up to the first 3% of your pay PLUS 50¢ on every \$1 you save on the next 3% of pay, for a total Company match of 4.5%.

Make sure you're not leaving any money on the table – contribute at least 6% to get the full Company match!

### SUPPLEMENTAL CONTRIBUTIONS

In addition to the Company match, each year CMC may elect to make a discretionary Supplemental Contribution to the Plan. The Supplemental Contribution amount, if any, will be determined and authorized by the Board of Directors of CMC each Plan Year.

Your portion of any Supplemental Contribution will be based on your basic compensation. You must have been employed on the last day of the Plan Year (8/31) to be eligible to receive the Supplemental Contribution.

### VESTING

You always own 100% of the value of your contributions or any money you roll over to the Plan. You will vest (gain ownership) in the Company match and Supplemental Contributions in accordance with the following schedule:

Years of Service	Vesting Percentage
Less than 2	0%
2	100%

### GREAT PLAN FEATURES TO KNOW!

- **Catch-up contributions.** If you'll be age 50 or older during the calendar year, additional catch-up contributions are allowed, up to IRS limits.
- **Separate elections for base and bonus.** You can choose a different contribution rate for your base compensation and annual bonus (if applicable).
- **Roth after-tax in-plan conversions.** Convert your account to Roth after-tax.

Learn more about these features in the *Summary Plan Description* on [millimanbenefits.com](http://millimanbenefits.com).

## INVESTMENT CHOICES

The Plan offers two approaches to investing:

- **Vanguard Target Date Funds.** Target Date funds are designed to take the confusion out of investing. They provide diversified investment mixes based on expected retirement dates and automatically shift to a more conservative blend as you near your target retirement date.
- **Custom Investment Portfolio.** You design your own asset allocation. You may choose to invest in any combination of the Plan's investment options, which represent a broad range of risk and return characteristics within various asset classes. To view the full investment lineup, log on to [millimanbenefits.com](https://millimanbenefits.com).

If you're automatically enrolled in the Retirement Plan, your account will be invested in the Vanguard Target Retirement Fund that most closely aligns with your normal retirement date (defined in the Plan as age 65). It will stay invested in that fund until you elect an alternate investment. You can make or change your investment elections at any time on [millimanbenefits.com](https://millimanbenefits.com).

## LOANS

You may borrow from your rollover and pre-tax/Roth after-tax accounts (you must exhaust all of your pre-tax contributions before you may borrow from any of your Roth after-tax contributions). The minimum loan amount is \$1,000, and you may have up to two outstanding loans at a time. Use the loan modeling tool on [millimanbenefits.com](https://millimanbenefits.com) to see what the loan payment would be if you borrow different amounts of money for different periods of time. Based on that information, you can set the loan amount and repayment schedule that fit your needs.

Caution! Keep in mind that any money you take out of your account as a loan won't be able to help you earn toward your retirement. If you really need a loan, be sure you're only taking as much as you need and repay it as soon as you are able.

## IN-SERVICE WITHDRAWALS

You may take an in-service withdrawal for several reasons:

- **Rollover account.** You may withdraw money you rolled into this Plan at any time.
- **Age 59½.** Once you reach age 59 ½, you may request a withdrawal for any reason from any account in which you are fully vested. However, you must exhaust all of your other available accounts first before you may withdraw any of your Roth after-tax account.
- **Financial hardship.** You may apply for a financial hardship withdrawal from your own pre-tax contributions if you meet strict IRS requirements. You must exhaust all of your pre-tax contributions before you may withdraw any of your Roth after-tax contributions.

Details are provided in the *Summary Plan Description* or on [millimanbenefits.com](https://millimanbenefits.com).

## DISTRIBUTIONS

If you leave employment with CMC, your account balances will be payable either as a lump sum or partial payments as soon as possible following the date of your termination. You may leave your money in the Plan if your balance is \$7,000 or more (excluding rollover contributions). You should consider your distribution options carefully to avoid penalties and taxes.

## ADMINISTRATIVE FEES

All plans have administrative expenses related to legal, accounting, recordkeeping and Investment Advisory services. To pay for these expenses, all Retirement Plan participant accounts are charged a \$5.25 monthly fee. Additional plan expenses such as investment advisory and audit charges may also be charged to participant accounts. This monthly fee will be assessed to your account and reflected as an expense on your quarterly participant statement.



## HAVE ANOTHER 401(k) PLAN? ROLL IT OVER!

If you have an existing retirement plan account with a prior employer or a rollover IRA, you may transfer or roll over all or some of that account into your CMC Retirement Plan account. By doing so, you combine your retirement savings in one place and your account can continue to grow!



## Simple Steps To Get Started

### REGISTER YOUR ACCOUNT

Visit [millimanbenefits.com](https://millimanbenefits.com) (choose English or Spanish), select Register and follow the prompts. When you register, a security feature called Withdrawal Lock will be applied to protect your account from unauthorized withdrawals.

### DECIDE HOW MUCH TO SAVE

Save from 1% up to 50% of total pay up to IRS limits.

### CHOOSE YOUR INVESTMENTS

Specify how to invest your contributions among the investment options.

### NAME A BENEFICIARY

Designate who you want to receive your account balance in the event of your death. Make sure to have your beneficiary's Social Security number handy.

### WHAT IS WITHDRAWAL LOCK?

Withdrawal Lock is a security feature that "locks down" your account to prevent unauthorized withdrawals. This feature is automatically applied to your account when you register. You'll get a special code in the mail, which you'll need to unlock your account when you're ready to withdraw funds. Keep this code in a safe place! If you lose the code, you'll experience delays when trying to withdraw your money.

## Need Help?

Call the Benefits Service Center at 1.866.767.1212 or use Web Chat on [millimanbenefits.com](https://millimanbenefits.com).

Representatives are available Monday through Friday from 7 a.m. to 7 p.m. Central time.



The goal — retire with enough money. How will you get there? Your Retirement Income Security Evaluation Score (RISE Score) measures how prepared you are for financial risks in retirement.

Your score is expressed as a single number, like a credit score, that helps you assess how well you are doing. The higher your score, the more likely you'll be able to achieve a healthy financial outcome.