

COUNTY OF KOOTENAI 457(B) DEFERRED COMPENSATION PLAN
457(b) Governmental AA V2
Contract Number – 0036609001
Plan Document Summary
Prepared as of 9/26/2025

This Plan Document Summary (“Summary”) is intended to provide you with a high-level overview of the major features of your plan based on the most recently drafted plan document in our files. The Summary is not intended to replace your plan document or Summary Plan Description (SPD). If this Summary describes any provisions of your plan that have not been adopted (including provisions in an amendment to the plan that has not been signed), those provisions will not be operational until the plan or amendment has been signed and dated. Finally, if the provisions described in this Summary and the plan document or SPD conflict, the provisions of the plan document and SPD govern.

EMPLOYER/PLAN INFORMATION
[AA §1 / AA §2]

EFFECTIVE DATE OF PLAN:

- **Plan restatement effective:** January 1, 2024
- **Original effective date:** May 4, 1992

EMPLOYER INFORMATION

Name: County of Kootenai, ID
Address:
Auditors Office
Coeur D Alene, Idaho 83816-9000
Phone: (208) 446-1650
EIN: 82-6000304

PLAN ADMINISTRATOR: Employer

EMPLOYER TAX YEAR END: December 31

FICA REPLACEMENT PLAN: No

PLAN YEAR: Calendar Year

TRUSTEE: No Trustee. Plan is funded with custodial accounts, annuity contracts and/or insurance contracts.

COMPENSATION
[AA §5]

TOTAL COMPENSATION: W-2 Compensation

| Deferrals | ER Contributions | Match |
|--|--|---------------------------------------|
| PLAN COMPENSATION: No exclusions COMPENSATION PERIOD: Plan Year COMPENSATION ONLY WHILE PARTICIPANT: No | PLAN COMPENSATION: No Employer contributions | PLAN COMPENSATION: No match |

EXCLUDED EMPLOYEES
[AA §3]

| Deferrals | ER Contributions | Match |
|-----------------------|---------------------|----------|
| No excluded Employees | No ER contributions | No match |

INDEPENDENT CONTRACTORS:

| Deferrals | ER Contributions | Match |
|---|---------------------------|---------------------------|
| Independent Contractors may participate | No Employer Contributions | No Matching Contributions |

MINIMUM AGE AND SERVICE
[AA §4]

| Deferrals | ER Contributions | Match |
|--|---------------------------|----------|
| Minimum Age: None Minimum Service: None Service Counting Method: Equivalency Method for Employees for whom hourly records not maintained | No Employer Contributions | No match |

ENTRY DATES
[AA §4-2]

| Deferrals | ER Contributions | Match |
|-------------------------------|---------------------------|----------|
| Entry Dates: Immediate | No Employer Contributions | No match |

SALARY DEFERRALS
[AA §6A]

CATCH-UP CONTRIBUTIONS: Yes

ROTH CONTRIBUTIONS: No

EMPLOYER CONTRIBUTIONS
[AA §6]

NO EMPLOYER CONTRIBUTIONS

MATCHING CONTRIBUTIONS
[AA §6B]

NO MATCHING CONTRIBUTIONS

RETIREMENT AGE AND DISTRIBUTIONS
[AA §7 / AA §9]

NORMAL RETIREMENT AGE: Participant may designate a Normal Retirement Age that is between age 65 and 70 ½.

NORMAL RETIREMENT AGE FOR QUALIFIED POLICE: Participant may designate a Normal Retirement Age that is between age 40 and 70 ½.

NORMAL RETIREMENT AGE FOR QUALIFIED FIREFIGHTERS: Participant may designate a Normal Retirement Age that is between age 40 and 70 ½.

PERMISSIBLE DISTRIBUTION EVENTS:

| Deferrals | ER Contributions | Match |
|---|---------------------------|---------------------------|
| <ul style="list-style-type: none"> Age 70 1/2 Unforeseeable Emergency | No Employer Contributions | No Matching Contributions |

LIMITATIONS ON IN-SERVICE DISTRIBUTIONS:

- Participant may not take a distribution after termination of employment for:
 - Unforeseeable Emergency Distributions

DISTRIBUTIONS OF SMALLER AMOUNTS:

- Participant may receive distribution of smaller amounts as described under the Plan

FORM OF DISTRIBUTION UPON TERMINATION:

- Lump sum
- Partial lump sum
- Installments for requirement minimum distributions only
- Repetitive Payments

TIMING OF DISTRIBUTIONS: Within a reasonable time following an event, such as termination

INVOLUNTARY CASH-OUT THRESHOLD: \$1,000

AUTOMATIC ROLLOVER RULES: Do not apply to Cash-Outs less than \$1,000

SPOUSAL CONSENT: Not required under the Plan

BENEFICIARY PROVISIONS: To the extent a Beneficiary has not been named by the Participant to receive all of any portion of the deceased Participants death benefit, such amount shall be distributed to the Participants surviving Spouse. If the Participant does not have a surviving Spouse, distribution will be made to the Participants surviving children (including legally adopted children, but not including step-children) in equal shares by right of representation (one share for each surviving child and one share for each child who predeceases the Participant with living descendants). If the Participant has no surviving children, distribution will be made to the Participants surviving parents in equal shares. If the Participant has no surviving parents, distribution will be made to the Participants estate.

DIVORCE OF SPOUSE: If the Participant and Spouse are divorced, the designation of the Spouse as Beneficiary under the Plan will be automatically rescinded

MISCELLANEOUS PROVISIONS
[AA §10]

| Deferrals | ER Contributions | Match |
|--------------------------|--|-----------------------------|
| VALUATION DATE: Daily | VALUATION DATE: No ER contributions | VALUATION DATE: No match |

LOAN POLICY
[APPENDIX B]

LOANS: Not permitted

ADMINISTRATIVE ELECTIONS
[APPENDIX C]

ROLLOVERS: Yes

DEFAULT QDRO PROCEDURES APPLY: No

PARTICIPANT DIRECTION: Allowed from all Accounts