WASHINGTON TRAILS ASSOCIATION 401(K) PLAN
PLAN HIGHLIGHTS

IMPORTANT: *This is a summary of the plan features. For full details, please refer to the Summary Plan Description.*

Eligibility	
Excluded Employees:	You are excluded from the Plan if you are a member of any of the following classes of employees: • Employees covered by a collective bargaining agreement, for purposes of Elective Deferral Contributions and Employer Matching Contributions. • Any leased employee, for purposes of Elective Deferral Contributions and Employer Matching Contributions. • Non-resident aliens, for purposes of Elective Deferral Contributions and Employer Matching Contributions.
Elective Deferral Contributions and Employer Matching Contributions:	You must meet the following criteria to become eligible to participate in the Plan: • Attain age 18
Elective Deferral Contributions and Employer Matching Contributions:	You will enter the Plan on the first day of the calendar month coincident with or next following the time you meet the eligibility criteria specified above. Under certain circumstances, you may be automatically enrolled in the Plan. A notice will be provided with details prior to the beginning of each plan year.
Contributions	
Elective Deferral:	You may elect to defer up to 100% of your Plan Compensation on a pre-tax basis.You may also elect to make Roth contributions to the Plan on an after-tax basis. You may elect to change your elections to contribute to the Plan quarterly as of the first day of the Plan Year and the first day of the fourth, seventh and tenth month of the Plan Year. Federal law also limits the amount you may elect to defer under the Plan ($24,500 in 2026). However, if you are age 50 or over, you may defer an additional amount up to $8,000 (in 2026). If you are between the ages of 60 - 63 as of the end of the calendar year, you may be able to defer an additional amount, increasing your catch-up limit to the "enhanced catch-up limit" of up to $11,250 (for 2026). These dollar limits are indexed; therefore, they may increase each year for cost-of-living adjustments.
Employer Matching Contributions:	The Employer may, in its sole discretion, make an Employer Matching Contribution on your behalf in an amount determined by the Employer.
Rollovers:	The Plan may accept a Rollover Contribution made on behalf of any Employee not excluded from the Plan, regardless of whether such Employee has met the age and service requirements of the Plan.
Vesting	
Fully Vested Accounts:	You will have a fully vested and nonforfeitable interest in your Elective Deferral Account and Rollover Contribution Account.
Employer Matching Contribution Account:	Your interest in your Employer Matching Contribution Account will vest based on your Years of Vesting Service according to the following vesting schedule - Less than One Year: 0%; One Year but less than Two Years: 50%; Two Years but less than Three Years: 100%; Three Years but less than Four Years: 100%; Four Years but less than Five Years: 100%; Five Years but less than Six Years: 100%; and Six or More Years: 100%.
Investing Plan Contributions	
Investments:	You may direct the investment of all of your Accounts in one or more of the available Investment Funds. Your elections will be subject to such rules and limitations as the Plan Administrator may prescribe. The Plan Administrator may restrict investment transfers to the extent required to comply

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	with applicable law. The Plan is intended to constitute a plan described in section 404(c) of ERISA. This means that Plan fiduciaries may be relieved of liability for any of your losses that are the result of your investment elections.
Distributions	
Distributions from the plan:	You may receive a distribution from your account under the following circumstances: • After your employment terminates and the date the Participant terminates employment. For assets held in pooled accounts accrued after the execution of this document, the distribution will occur after completion of the valuation for the Plan Year in which the Participant terminates employment. • Hardship • After age 59.5 • From the Rollover Contribution Account at any time • Death

Contact Information

Plan Administrator:
Washington Trails Association
Address: 705 2nd Ave., Suite 300, Seattle, WA 98104
Phone number: 206-625-1367

Note: These plan highlights are intended to be a very concise overview of plan features. For a detailed description of plan features, please review the Summary Plan Description or contact the Plan Administrator for more information. The plan features described in these plan highlights are subject to change and in the event of a discrepancy between the legal plan document and these highlights (or any other summary of plan features), the plan document shall control.

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