

**VISALIA CONVENTION & VISITORS BUREAU 401(K) PLAN  
PLAN HIGHLIGHTS**

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

| <b>Eligibility</b>                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Excluded Employees:</b>                                                                                                         | <p>You are excluded from the Plan if you are a member of any of the following classes of employees:</p> <ul style="list-style-type: none"> <li>• Employees covered by a collective bargaining agreement, for purposes of Elective Deferral Contributions, Employer Matching Contributions, Safe Harbor Contributions and Non-Elective Contributions.</li> <li>• Non-resident aliens, for purposes of Elective Deferral Contributions, Employer Matching Contributions, Safe Harbor Contributions and Non-Elective Contributions.</li> <li>• Residents of Puerto Rico, for purposes of Elective Deferral Contributions, Employer Matching Contributions, Safe Harbor Contributions and Non-Elective Contributions.</li> </ul>                                                                                                              |
| <b>Elective Deferral Contributions, Safe Harbor Contributions, Employer Matching Contributions and Non-Elective Contributions:</b> | <p>You must meet the following criteria to become eligible to participate in the Plan:</p> <ul style="list-style-type: none"> <li>• Attain age 18</li> <li>• Complete 3 month(s) of service.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Elective Deferral Contributions, Employer Matching Contributions, Safe Harbor Contributions and Non-Elective Contributions:</b> | <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Contributions</b>                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Elective Deferral:</b>                                                                                                          | <p>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 on the dates established pursuant to Plan Administrator procedures. 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.</p> |
| <b>Employer Matching Contributions:</b>                                                                                            | <p>The Employer may, in its sole discretion, make an Employer Matching Contribution on your behalf in an amount determined by the Employer. The total amount of Employer Matching Contributions made on your behalf will not exceed 4% of Compensation. You must complete at least 1,000 hours of service during the Applicable Period and be employed by the Employer on the last day of the Applicable Period in order to receive an Employer Matching Contribution. For purposes of this section, the Applicable Period for determining satisfaction of service requirements for an allocation of Employer Matching Contributions will be each Plan Year.</p>                                                                                                                                                                          |
| <b>Safe Harbor Non-Elective Contributions:</b>                                                                                     | <p>The Employer will make Safe Harbor Contributions to the Plan in an amount not less than 3.0% of your Plan Compensation.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Non-Elective Contributions:</b>                                                                                                 | <p>The Employer may, in its sole discretion, make a Non-Elective Contribution on your behalf in an amount determined by the Employer. Such contribution, if made, will be allocated in an amount designated by the Employer to be allocated to similarly situated eligible Participants. You must complete at least 1,000 hours of service during the Applicable Period and be employed by the Employer on the last day of the Applicable Period in order to receive a Non-Elective Contribution. For purposes of this section, the Applicable Period for determining satisfaction of service requirements for an allocation of Non-Elective Contributions will be each Plan Year.</p>                                                                                                                                                    |
| <b>Rollovers:</b>                                                                                                                  | <p>The Plan may accept a Rollover Contribution made on behalf of any Employee not excluded from the Plan who has met the age and service requirements of the Plan.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Vesting</b>                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Fully Vested Accounts:</b>                                                                                                      | <p>You will have a fully vested and nonforfeitable interest in your Elective Deferral Account, Rollover Contribution</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Account, Qualified Non-Elective Contribution Account, Employer Matching Contribution Account and Safe Harbor Account.                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Non-Elective Contributions:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Your Non-Elective Contribution Account is subject to a 1-5 year graded vesting schedule (20% per year starting with one year of vesting service).                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Investing Plan Contributions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Investments:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 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 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. |
| <b>Distributions and Loans</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Distributions from the plan:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p>You may receive a distribution from your account under the following circumstances:</p> <ul style="list-style-type: none"> <li>• Immediately after your employment terminates</li> <li>• Normal Retirement Age (even if you are still working)</li> <li>• After age 59.5</li> <li>• From the Rollover Contribution Account at any time</li> <li>• Qualified birth or adoption distribution</li> <li>• Death</li> </ul>                                                                                                                           |
| <b>Loans:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | The minimum loan amount is \$1,000 and the maximum number of loans outstanding is 2. Please see your Loan Procedures for additional details on taking a loan from the Plan.                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Contact Information</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Plan Administrator:<br>Visalia Convention & Visitors Bureau<br>Address: P.O. Box 2734, Visalia, California 93279<br>Phone number: 559-334-0141<br>Email: janderson@single-point.com                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <p><i>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.</i></p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |