Benesch Retirement Guide

This guide includes helpful information to support your transition into retirement. Inside, you will find details about your benefits, COBRA coverage, the Benesch 401(k) Retirement Plan, Medicare, Social Security and other important topics to help you navigate this next stage.

Benefits Contact:
Stacie Herditsky | Benefits Manager
sherditsky@benesch.com or 312-819-8202

Thank you for your years of service!

Congratulations on your well-deserved retirement and thank you for being an important part of the Benesch community. You will be greatly missed, and we are thankful for everything you have given to our team. We wish you happiness, good health and many wonderful experiences in the years ahead.

As you prepare for retirement, we want to express our sincere appreciation for the years you have dedicated to Benesch. Your contributions have made a meaningful impact on our organization and the people you have worked alongside.

If you have not already done so, please notify your supervisor in writing of your retirement and include your last working day. No action will be taken in the system until your last day, but this step allows us to prepare for the required offboarding processes.

Paid Time Benefits (PTB) Payout

Your final paycheck will be processed according to the regular payroll period in which your last day falls, unless otherwise required by state law.

If you have accrued unused PTB, the payout of those hours will be included in your final paycheck.

Medical, Dental and Vision Insurance

Chard Snyder/COBRA

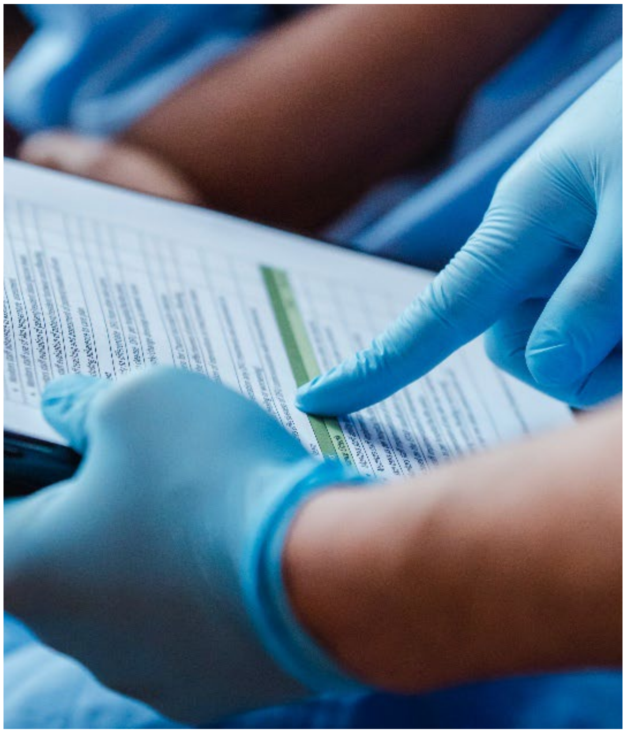
www.chard-snyder.com or 800-982-7715

Coverage Through Month-End

Medical, dental and vision coverage will continue through the end of the month in which you retire.

COBRA

Information on how to enroll in COBRA for medical, dental and vision insurance will be mailed to you directly by Chard Snyder. Those benefits, if elected, will be effective on the first day of the month following your retirement date, ensuring no lapse in coverage. You will have 60 days from your retirement date to enroll in COBRA, and coverage can be applied retroactively. COBRA will be effective for 18 months. If you are 65 years old or older, you are eligible for Medicare and will only need to enroll in dental and vision through COBRA.



Health Savings Account (HSA)

Chard Snyder

www.chard-snyder.com or 800-982-7715

You will continue to have access to your account to review and manage your funds. You have the option to:

- Keep your funds with Chard Snyder ($4.00 monthly fee)
- Rollover your funds to a new personal HSA provider account (taxes may apply)

Inheriting the Account

If you pass away, your spouse can inherit the HSA and use it tax-free. If you leave it to a non-spouse or your estate, the account loses its HSA status and the total balance becomes fully taxable in that year.

HSA & Medicare

Once you turn 65 and enroll in Medicare, you can use your HSA funds tax-free to pay for:

- Medicare Parts B, D and Medicare Advantage premiums
- Deductibles, copays and coinsurance
- Dental, vision and hearing care

Non-Medical Withdrawals

- Under age 65: Withdrawals for non-medical expenses are subject to income tax plus a 20% penalty.
- Age 65 and older: The 20% penalty goes away entirely. You can withdraw funds for any non-medical reason, though you will still owe regular income tax on the distribution (just like a Traditional IRA).

Life Insurance/Disability Coverage

Lincoln Financial Group (LFG)

www.MyLincolnPortal.com or 800-713-7384

Ends on Retirement Date

Life insurance, short-term disability and long-term disability coverage will end on your retirement date.

You will receive a termination benefits packet from HR outlining continuation options. The deadline to elect coverage is 31 days from your termination date.

Please note, you may not be eligible for group rates if you choose to continue this coverage. Please contact Lincoln Financial Group for rate information.

Voluntary Benefits

All Voluntary Benefits are portable. Information will be included in the termination benefits packet you receive from HR.

Identity Protection

LifeLock

my.norton.com or 541-517-7684

Coverage continues through the end of the month.

Accident/Critical Illness/Hospital Indemnity

Guardian

www.guardianlife.com or 800-541-7846

Coverage ends on your retirement date.

**The deadline to continue coverage is 31 days from your retirement date.*

Pet Insurance

Pet Partners

www.petpartners.com or 866-774-1113

Coverage ends on your retirement date.

Flexible Spending Account (FSA)

Chard Snyder

www.chard-snyder.com or 800-982-7715

Ends on Retirement Date

FSA coverage will end on your retirement date.

Remaining FSA funds may only be used for eligible expenses incurred on or before your last day of employment. You have 90 days from your FSA end date to submit claims for reimbursement.

401(K) Retirement Plan

Voya

www.voya.com or 800-584-6001

Account Will Remain Active (*Contributions will stop)*

You will continue to have access to your account to manage your investments.

For questions regarding withdrawals, rollovers or loan repayment options, please contact Voya Financial at (800) 584-6001. Additional information will be included in your termination benefits packet.

Terminated Participants Video [youtube.com]

On-call employees **cannot** request a 401(k) Termination Distribution. If you are changing your status to on-call upon retirement, you will not be considered terminated with Voya. If you are 59 ½ years old or older you are able to request an In-Service Distribution. Only terminated employees can request a 401(k) Termination Distribution. For more information, please contact Voya directly.

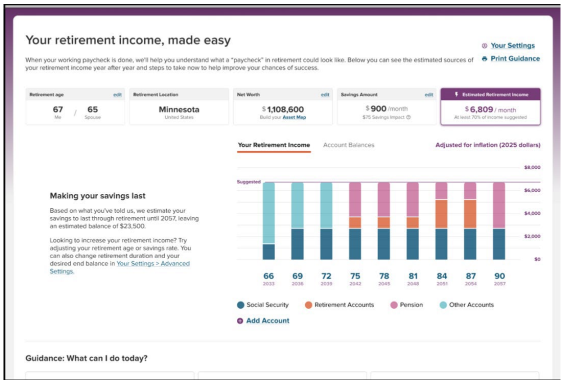
Voya's Retirement Income Tool

While planning for retirement can be exciting, understanding how to turn your savings into reliable income may feel overwhelming. The Retirement Income Tool simplifies that process by giving you a clear view of where your retirement income may come from, when to access it and how to make it last.

Available to participants of the Employees Profit Sharing 401(k) Plan who are **age 50 and older**, this tool helps you build a personalized retirement income strategy based on your unique financial situation.

Getting Started

Begin by entering a few key details such as your birth date, salary, household finances and location. You can also add retirement accounts, IRAs, bank accounts and other savings, along with expected income sources and expenses. Including information for a spouse or partner can provide a more complete picture.



Explore Your Retirement Income

Once your information is entered, the tool provides an integrated view of your finances and allows you to explore how much you may be able to withdraw each year in retirement. It considers multiple income streams and different retirement ages to help support your long-term financial goals.

The tool also offers tax-optimized insights, including guidance on when to take Social Security benefits. If retirement is still a few years away, you will receive personalized "next best action" suggestions—practical steps you can take now to improve your retirement readiness.

Ready to Get Started?

If you are age 50 or older and want to see what the Retirement Income Tool can do for you, log in to your retirement account at **voyaretirementplans.com** and get started today.

401(k) Retirement Plan & Investment Advice

Rothschild

Luke Novak

LNovak@rothschildwealth.com or 312-983-8975

As the plan's financial advisor, Rothschild is your resource for investment education, asset allocation questions and other general inquiries you may have. These services are available at no cost to you as long as you maintain a balance in Benesch's retirement plan.

Medicare Assistance

Benefits Advisor

Matthew Bradley

Matthew.bradley@mybenefitadvisor.com or 810-897-4442

Matthew Bradley is a licensed Medicare specialist who can assist with Medicare-related questions at no cost to you.

Medicare 101 & Enrolling in Medicare Videos

- **https://tinyurl.com/Medicare-Video-I-2025-MB** [tinyurl.com]
- **https://tinyurl.com/Medicare-Video-II-2025-MB** [tinyurl.com]

More information can be found on **Benefits Connection.**

Social Security Information

Rothschild Presentation

Social Security 101: https://youtu.be/itrxwrYN9qI

For additional assistance:

- Contact your local Social Security office
- Visit the **Social Security website**
- Call 800-772-1213

Employee Assistance Program (EAP)

ComPsych

www.guidanceresources.com or 800-272-7255

Company Web ID: COM589

You and your household family members will have access to Benesch's EAP services for 90 days following your retirement date.

Shareholders (If Applicable)

Share Distribution

Once your full-time or part-time employment ends, your shares will be redeemed by the company. Please refer to Sections 9 and 10 of the Shareholder Agreement for additional information regarding the payment for your shares.

For questions, please contact please contact the Chief Financial Officer, Controller or Corporate Executive Assistant.