**Sample participant notice:**

**Removal of catch-up contribution provision**

*[Instructions to plan sponsor: This sample notice is provided to assist you in preparing a notification to employees of your plan. You are responsible for the content of this notice and making any changes to meet your needs and/or be consistent with the provisions of your plan. This notice should be sent on company letterhead. When you customize the letter, tailor the content in brackets in the text below with the appropriate information for your plan or plan participants]*

Subject: Retirement plan update for catch-up contributions

Dear <name>:

New rules will require that catch-up contributions (additional elective deferrals over the usual IRS limit for those age 50+) made by participants with wages over a certain amount be made as Roth (after-tax) contributions. While the new rules are not effective until 2026, our retirement plan does not permit Roth contributions. Therefore, we’ve decided to remove the option for catch-up contributions from our plan effective <**insert effective date**>.

Thank you.

<signatory>

American Funds Distributors, Inc.

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