

**Summary of Material Modifications**  
**Institute for Defense Analyses Tax Deferred Annuity Plan**

TO: All Eligible Employees  
FROM: Plan Administrator  
DATE: July 21, 2025

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This notice is a Summary of Material Modifications (SMM) that updates the Summary Plan Description (SPD) for the Institute for Defense Analyses Tax Deferred Annuity Plan (the “Plan”), originally dated January 1, 2022. It reflects the changes outlined below. Please keep this SMM with your copy of the SPD, as it modifies and supplements the information contained in that document.

**1. *Change to available Platform Providers***

Effective January 1, 2024, TIAA is the sole recordkeeper for the Plan, with the exception of certain legacy accounts that remain at Fidelity. References to the Vanguard Group as one of the Platform Providers are removed from the following sections of the Plan:

- *Background information*
- Question 4. *How does the Plan work?*
- Question 9. *Do I have to complete any forms to participate in the Plan?*
- Question 21. *What happens to my contributions?*
- Question 23. *Can my account fluctuate in value?*
- Question 31. *May I borrow money from my Plan account while still employed by IDA?*
- Question 35. *How are my benefits paid to me?*

The contact information for the Platform Providers in the “Background Information” section is updated to read as follows:

**Platform Providers**

TIAA  
P.O. Box 1259  
Charlotte, NC 28201

(800) 842-2252  
[tiaa.org/ida](https://tiaa.org/ida)

Fidelity Investments\*  
P.O. Box 770002  
Cincinnati, OH 45277-0090

(800) 868-1023  
[fidelity.com](https://fidelity.com)  
*\*CLOSED TO NEW ENTRANTS  
EFFECTIVE 1/1/99 / Closed to  
new contributions 1/1/08*

## **2. Change to the Plan Administrator**

Effective January 1, 2025, the Plan Administrator is Institute for Defense Analyses Pension Plan Investment Committee (the “Committee”). All references to the “Plan Administrator” in the Plan refer to the Committee. All references to IDA as the Plan Administrator in the following sections are replaced by references to the Committee:

- Question 5            *Who runs the Plan?*
- Question 57        *What authority does the Plan Administrator have?*

The Plan Administrator contact information in the “Background Information” section of the SPD is revised to read as follows:

### **Plan Administrator**

Pension Plan Investment Committee  
Institute for Defense Analyses  
730 East Glebe Road  
Alexandria, VA 22305  
(703) 845-2090

## **3. Changes to the Maximum Catch-Up Contributions for Employees Ages 60-63**

Effective January 1, 2025, the Plan will allow additional catch up contributions for participants who turn ages 60-63 during the Plan Year.

Sections 13 and 14 of the SPD are updated to read as follows:

### **“13. Are there any limitations on the amount of elective contributions I can make?”**

Yes. The total amount you can elect to defer (elective pre-tax and Roth after-tax contributions combined) in any taxable year is limited by the IRS. The annual elective contribution limit for 2025 is \$23,500. This limit is \$31,000 if you are age 50 or older and making catch-up contributions, and \$34,750 if you are age 60-63 and making catch-up contributions (see Question 14). These limits, which are adjusted periodically by the government for changes in the cost of living, are posted on IDA’s benefits website.

If you only participate in this Plan during the year, IDA automatically limits your annual elective contributions to the maximum dollar limit. However, if you participated in another employer’s 403(b) plan (or 401(k) plan) as well as this Plan during the year, your total elective contributions to both plans together may not exceed the maximum dollar limit. You are responsible for managing your total annual contributions in these circumstances. In addition, if you exceed the maximum dollar limit, you may request that some or all of the excess elective contributions, with earnings, be distributed to you from the Plan by April 15 of the following year. You must make this request before March 1 of the following year. If you think this limitation may apply to you, contact the Plan Administrator.

In addition, your total elective contributions for any year (including any catch-up contributions) cannot exceed your compensation for that year.

**“14. Can I make elective catch-up contributions?”**

“Eligible” participants may increase their retirement savings by making elective “catch-up” contributions. You are a “catch-up eligible” participant for the Plan Year if you will have reached age 50 on or before the last day of that year.

If you are a “catch-up eligible” participant, you may make additional elective contributions for the year (designated as either pre-tax or Roth after-tax contributions or a combination of both) in excess of the elective contribution limit described in Question 13. The IRS limits the amount of catch-up contributions you can make each year. For 2025, your catch-up contributions cannot exceed \$7,500. This limit, which is adjusted periodically by the government for changes in the cost of living, is posted on the benefits website.

Beginning January 1, 2025, if you are age 60, 61, 62, or 63, the limit on total catch-up contributions is \$11,250. For purposes of this increased limit, your age is determined as of the close of the applicable Plan year. *For example*, if you are age 59 as of January 1, 2025 and will be age 60 on or before December 31, 2025, the increased limit applies to you. However, if you are age 63 as of January 1, 2025 and will turn age 64 on or before December 31, 2025, the increased limit will not apply to you.”

**4. Change to Rules for Benefit Distributions After You Leave IDA**

Effective January 1, 2023, the age at which you—and certain beneficiaries—must begin receiving Plan benefits after leaving the company has increased from age 72 to age 73.

Effective February 12, 2024, the account balance used to determine when and how your benefits are paid increased from \$5,000 to \$7,000.

As a result of these changes, the language in Question 29 is revised to read as follows:

**“29. When do I have to begin receiving benefits?”**

If you terminate employment with IDA, in general, your account balance determines when you may be required to begin receiving benefits. Beginning April 1, 2020, the following rules applies:

- *If your account balance is \$1,000 or less*, the Plan Administrator will transfer the entire balance to an IRA in your name. You will have the opportunity to elect a rollover of your account to another employer’s qualified plan or an IRA of your choosing or receive an immediate lump-sum distribution.
- *If your account balance is between \$1,000 and \$7,000 (\$5,000 before February 12, 2024)*, you will be given the choice of either – (i) directly rolling over your total account balance to another employer’s qualified plan or an IRA of your choosing or (ii) receiving an immediate lump sum payment. However, if this occurs prior to your sixty-fifth birthday and you do not make such an election, the Plan will automatically

distribute your vested account balance as a direct rollover to an IRA.

- *If your account balance is greater than \$7,000 (\$5,000 before February 12, 2024), you may elect to receive an immediate distribution of your account balance, request a rollover to another qualified plan or defer distribution of your account balance until April 1 following the year in which you turn age 73 (age 72 if you were born after June 30, 1949 but on or before December 31, 1950, and age 70½ if you were born prior to July 1, 1949) – or, if later, when you terminate IDA employment, at which time you will be subject to required minimum distribution (RMD) requirements.*

Note that if your account balance is automatically rolled over to an IRA as described above, the IRA will be invested in an investment product designed to preserve principal and provide a reasonable rate of return and liquidity. The expenses of the IRA will be deducted from the IRA account. The Plan Administrator will send you a notice describing how you may access the IRA. Contact the Plan Administrator with any questions you may have about automatic rollover distributions.

In general, you may roll over your Plan account to another employer's plan if that plan:

- Is a "tax-qualified" plan (such as a 401(k) or 403(b) plan), and
- Accepts rollovers.

You can also roll over your account to an IRA. In either case, any taxes you owe are deferred until you later take a distribution of the money. You can also opt for a cash distribution of your account. If you choose this option, you may be subject to the 10% early withdrawal penalty (if the distribution occurs before you are age 59½), in addition to income taxes.

If you are age 73 (age 72 if you were born after June 30, 1949 but on or before December 31, 1950, and age 70½ if you were born prior to July 1, 1949) and no longer employed by IDA, you are subject to the RMD rules under which you must withdraw the minimum required amount from your account each year. You can withdraw more than the minimum required amount; and, your withdrawals will be included in your taxable income except for any part that was taxed before or that can be received tax-free (such as qualified distributions from your Roth account, if applicable). Your RMD will begin on April 1 following the year you reach age 73 (age 72 if you were born after June 30, 1949 but on or before December 31, 1950, and age 70½ if you were born prior to July 1, 1949), if later, when you terminate employment with IDA.

*Example:* If you reach age 73 on August 1, 2025, and you terminate employment during 2025, you must take your first required distribution (for 2025) by April 1, 2026. You will continue to receive annual required distributions by December 31 each year (unless you are allowed by law to delay the payment).

For further information regarding required distributions requirements, please contact the Platform Provider for your Plan account."

The following additional sections of the SPD are also updated to reflect these changes:

- Question 33. *Do I have to apply for benefits?* References to "\$5,000" are updated to refer to "\$7,000."

- Question 35. *How are my benefits paid to me?* References to “\$5,000” are updated to refer to “\$7,000.”
- Question 36. *Do I have to receive my benefit in any form of payment?* References to “\$5,000” are updated to refer to “\$7,000.”
- Question 42. *What happens if I die before payment of my benefit begins?* The reference to “age 72” is updated to “age 73,” effective January 1, 2023.

## **5. Change to the Eligible Designated Beneficiary definition for Minor Child**

If a minor child is designated as a beneficiary, any remaining account balance must be fully distributed within 10 years after the child turns age 21 (changed from age 18).

The following section of the SPD is updated to reflect this change:

- Question 42. *What happens if I die before the payment of my benefit begins?*

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If you have any questions, contact the IDA Human Resources Directorate. For further information regarding required distribution requirements, contact TIAA or Fidelity (as applicable).