

Georgia Banking Company Section 401(k) PS Plan

Safe Harbor Notice

This notice provides important information regarding your participation in the Georgia Banking Company Section 401(k) PS Plan for the plan year. Please read it carefully as you decide how much of your compensation you will contribute to the plan.

You can find out more information about the plan in the Summary Plan Description (SPD), which can be obtained from the plan administrator named below.

Employee Deferral Elections

You may elect to contribute a percentage of your compensation to the 401(k) plan each year. Your contributions are always 100 percent vested.

Georgia Banking Company Section 401(k) PS Plan has an automatic contribution arrangement. To make it easier for employees to save for retirement, we automatically deduct a percentage of your paycheck on a pre-tax basis, which is contributed to your retirement plan. You have the right to contribute a different percentage or you may choose not to contribute at all. To make a change to your deferral percentage, you must complete and return a salary reduction agreement to us, or make an election on The Standard's website. Note that the contributions you make to the plan are always 100 percent vested.

Your total contribution in any taxable year may not exceed an indexed dollar limit set by law. Please reference the plan's SPD for more information regarding the types and amounts of compensation that may be deferred.

Employer Safe Harbor Contribution

Safe Harbor Matching Contribution. We will make a "basic matching contribution" equal to (i) 100 percent of your contribution amount not exceeding 3 percent of your compensation for the plan year, plus (ii) 50 percent of the amount of your deferrals exceeding 3 percent of your compensation but not exceeding 5 percent of your compensation. You are immediately 100 percent vested in this employer matching contribution.

While we do not intend to do so, we may suspend or reduce our employer contributions during the year. If we do, you will receive a supplemental notice explaining the reduction or suspension of the contribution at least 30 days before the change is effective, and we will make any contribution you have earned up to the effective date of the change.

Other Employer Contributions

Non-Safe-Harbor Match

To help you reach your retirement goals, we may match your contribution to the plan. The amount of the match may be adjusted each year.

You may contribute additional amounts, but they will not be matched.

You will become vested in – which means you will earn ownership of – the matching contribution according to this schedule:

Years of Service	Vested Percentage
Less than 1	0%
1	25%
2	50%
3	75%
4	100%

Profit Sharing

We may also make an employer contribution.

When a contribution is made rate groups will be established and an allocation will be made to the members of each group in proportion to their pay.

To receive a contribution, you must meet the following criteria:

- be employed on the last day of the plan year
- have 1,000 hour(s) of service during the plan year

You will become vested in - which means you will earn ownership of - the contribution according to this schedule:

Years of Service	Vested Percentage
Less than 1	0%
1	25%
2	50%
3	75%
4	100%

Withdrawal Restrictions

You generally may not take withdrawals from your account except when one of the following events occurs:

- severance from employment
- death
- disability
- reach age 59½
- financial hardship (as defined by the plan)

Understanding Your Retirement Plan

The SPD provides additional information about the plan. If you have questions about how your plan works, contact your plan's administrator:

Craig Addison
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Help from The Standard with Your Account

If you have questions or need help with your account, please reach out to one of our customer service representatives at **800.858.5420** or **savings@standard.com**.

Visit us at standard.com/retirement.