



# PPL CareSecure Retirement Plan FAQ for NON Wage Parity Hours of Service Only (401(k) only)

## **When can I sign up?**

- You can sign up on the 1st day of the month after you work at PPL for 1 month.

## **How much money can I put into my 401(k)?**

- You can choose to put in from 1% to 100% of your eligible pay.
- The IRS sets a yearly limit on how much you can put in from your pay: \$24,500 for 2026. You may be able to add extra “catch up” money:
  - \$8,000 if you are age 50 or older by the end of the calendar year
  - \$11,250 if you are age 60-63 only

## **Can I borrow money from my account?**

- You can only take loans from the money you put into your 401(k).

## **How often can I change how much money I put in my 401(k)?**

- You can change your contribution before any pay period starts. It may take more than one pay cycle for the change to show up on your paycheck.

## **Who is managing my account?**

- Empower Retirement, LLC© runs the plan. You can choose from many investment options, including options made for your age and how much risk you are comfortable with.
- When the plan starts, you will get a welcome packet and a login for Empower’s website and phone apps (iPhone and Android). You can check your account anytime, day or night. You can also ask for a statement mailed to your home every 3 months.

## **How is my money invested?**

- Empower offers many investment choices. A separate investment group reviews the choices often to help the safety and quality of the funds.
- At first, your money will go into a target-date fund. The fund is picked based on your age and how close you are to age 65. You can change it anytime online or by calling Empower.



**Do I have to work at PPL for a certain amount of time before this money is mine?**

- No. The money is yours right away. This is called “fully vested.”