

Form13
Certification Form Regarding Compliance Under the
Three-Year Testing Cycle Guideline

General Information

- This form notifies GuideStone that your organization elects to certify compliance with the 410(b) Coverage Test and 401(a)(4) General Nondiscrimination Test in accordance with the Three-Year Testing Cycle Guideline available under Revenue Procedure 93-42.
- Return this form only after the close of the 2024 Plan Year.

Form 13

Instructions for Certification Form Regarding Compliance Under the Three-Year Testing Cycle Guideline

Instructions for completing each section

Section 1 — Indicate the legal name of your organization.

Section 2 — Use this form if the 2022 and/or 2023 Plan Year nondiscrimination test results for your organization's plan satisfied the 410(b) Coverage Test and the 401(a)(4) General Nondiscrimination Test requirements with a comfortable pass margin and you wish to rely on these prior test results for the 2024 Plan Year. You may not use this form if for the 2023 Plan Year your organization relied on the 2021 and 2022 Plan Year nondiscrimination test results to satisfy the 410(b) Coverage Test and the 401(a)(4) General Nondiscrimination Test requirements under the Three-Year Testing Cycle Guideline. Your organization's retirement plan is subject to full testing to demonstrate compliance for the 2024 Plan Year.

Under this testing alternative, you may generally rely on certain prior year test results unless there were significant changes based on:

- a change in your plan provisions
- a change in your workforce
- a change in your compensation practices

If any benefit, right and/or feature as identified in your organization's plan is available to a limited group of employees, the Three-Year Testing Cycle Guideline may not be available. In such cases, a very small change in the workforce might be significant for testing purposes. If this applies to your organization, you should receive a special letter requesting specific information necessary to perform the Availability Test(s). Additionally, you may receive a Special Testing Data Addendum to complete.

If your organization has benefits, rights and/or features which are not identified in your plan, email the Compliance Department at GSCompliance@GuideStone.org or call the Retirement Compliance Department Information Line at (214) 720-4730 to request a Special Testing Data Addendum.

Section 3 — Secure the signature of an authorized officer. An authorized officer is the chief executive officer, any officer authorized to sign your organization's plan or any person who has a written authorization on file with GuideStone.

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1. NAME

Legal name of organization: _____

2. CERTIFICATION INFORMATION

In accordance with the Three-Year Testing Cycle Guideline under Revenue Procedure 93-42, this organization certifies that:

- The organization's retirement plan test results demonstrated compliance with the 410(b) Coverage Test and the 401(a)(4) General Nondiscrimination Test for the 2022 Plan Year and/or the 2023 Plan Year (prior test results).
 - This organization reasonably concludes there have been no significant changes (e.g., changes in plan provisions, workforce or compensation practices) subsequent to the most recent prior test results, except:
 - There is a high likelihood that the plan satisfies the nondiscrimination requirements listed above for the 2024 Plan Year.
 - This organization has determined that it may rely on the most recent prior test results for compliance with the nondiscrimination requirements for the 2024 Plan Year, except:
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3. ORGANIZATIONAL INFORMATION

Signature of authorized officer: _____ Date: ____/____/____

Printed name of officer: _____ Telephone number: (____) _____

Return this form to: Retirement Compliance Department
GuideStoneFinancialResources
5005 LBJ Fwy., Ste. 2200
Dallas, Texas 75244-6152