



RETIREMENT

THE SKY IS THE LIMIT

Retirement Plan Benefits

Enrolling in the Retirement Plan

Eligibility

- You are eligible to enter the plan immediately. Empower will send you a packet at your home address with details on how to get started.
- You will be automatically enrolled at 6% of pay, pre-tax, if you do not make another election within 30 days of Empower being notified you are newly eligible to participate in the plan.

Participation

- You may contribute from 1% to 80% of your pay on a pre-tax, Roth, or after-tax basis
- Each year, your elected savings rate will be increased by 1%, up to 10%. The Annual Contribution Increase will occur annually on January 1st. You will be sent a notice in advance if you wish to opt out.
- You may change or stop your contributions at any time.



Employer Contributions

Vesting

- You are always 100% vested in your contributions.
- Matching contributions are subject to a 5-year schedule.
 - Year 1: 20%
 - Year 2: 40%
 - Year 3: 60%
 - Year 4: 80%
 - Year 5: 100%

Employer Contributions

- You are immediately eligible for matching contributions.



Investment Options & Loans

Investment Options

- If you do not make an investment selection, your contributions will be invested in the Vanguard target date investment option that corresponds most closely to the date of birth that you have on file (the fund assumes a retirement age of 65). The date in the name of the target date fund is the assumed date of retirement. The asset allocation becomes more conservative as the fund nears the target retirement date; however, the principal value of the fund is never guaranteed.
- You may change your investment elections at any time.
- You may make your own elections by logging onto the employee website at **empowermyretirement.com** or contacting the call center at **844-465-4455**, Monday through Friday, 8 a.m. to 10 p.m. Eastern time and Saturdays between 9 a.m. and 5:30 p.m. Eastern time.

Loans

- One (1) loan at a time
- A general purpose loan may be taken out for up to 5 years. For purchase of a primary residence, the loan term may be extended.
- You may borrow the lesser of 50% of your vested account balance, or \$50,000 (less the highest outstanding loan balance in the past 12 months). Calculators are available on the employee website to determine your eligible amount.
- Loan repayments will be deducted from your paycheck on an after-tax basis.



Consolidation

Consolidate your retirement assets

- Rollovers from other qualified plans (401(k), 403(b), etc.) and IRAs are allowed. Consider all your options and their features and fees before moving money between accounts.
- Empower's specialized rollover team is ready to assist you.
 - Call 888-737-4480 for one-on-one assistance



A Target Date Fund may not achieve its objective and/or you could lose money on your investment in the fund. You may experience losses near, at, or after the target date. There is no guarantee of the fund's principal value, including at the target date, or that the fund will provide adequate income at and through your retirement.

Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower for a prospectus, summary prospectus for SEC-registered products or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

Investing involves risk, including possible loss of principal.

Asset allocation and balanced investment options and models are subject to the risks of their underlying investments.

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