



Fellow Travelers 401K Pooled Employer Plan (PEP)

Welcome to the Fellow Travelers 401K Retirement Savings Plan!

Your company has joined the Fellow Travelers 401K Pooled Employer Plan. This is a group 401K plan created by the SECURE Act that allows multiple companies to join in one shared 401k plan. This reduces fees, enhances plan features, and makes access to more robust retirement options not otherwise available to many smaller companies.

Eligibility to Participate

You are eligible to participate after working 1000 (or more) hours over one year of service. You will be enrolled on the first day of the following fiscal quarter after you are determined to be eligible. For example, if your one-year employment anniversary is May 12 and you have worked at least 1000 hours... you will be enrolled on July 1, the first day of the following quarter. If you have already been employed for one year with 1000+ hours of service, you are eligible immediately.

**Eligibility may be waived when initially joining the Plan. Please contact your HR department for more details.*

Employee Contributions

If you do NOT take any action, you will automatically be enrolled into the plan when eligible with a 2% salary deferral, into a Target Date Fund aligning with an estimated retirement age of 65. You may choose to make an election that is greater or less than the default 2% salary deferral by completing a salary deferral form or logging into your online participant account and making changes online.

The Fellow Travelers Plan will offer 2 types of employee elective salary deferrals: Pre-tax & Roth

Pre-Tax	Roth 401(k)
<ul style="list-style-type: none"> Employee contributions are deducted before taxes, lowering your taxable income. You can contribute from 1% to 100%.^{*^} The percentage specified will be deducted from your eligible compensation each payroll period. Contributions and any earnings are taxed upon withdrawal. Company match contribution: Please refer to the Addendum 	<ul style="list-style-type: none"> Employee contributions are deducted before taxes, lowering your taxable income. You can contribute from 1% to 100%.^{*^} The percentage specified will be deducted from your eligible compensation each payroll period. Contributions and any earnings are taxed upon withdrawal.^{**} Company match contribution: Please refer to the Addendum

NOTE: Most (~95 to 99%) people are better off with a Pre-Tax account.

**If you are a highly compensated employee, the Plan may limit your 401(k) contributions to a specified percentage of your compensation, even if that results in you making contributions below the legal maximum. The Plan will let you know if a lower limit applies.*

^Mandatory deductions will be taken before salary deferrals

***A qualified distribution is tax-free if taken at least 5 years after the year of your first Roth contribution and you've reached age 59½, become totally disabled, or died. If the distribution from your Roth account is not qualified, the earnings on your Roth contributions will be taxable. These rules apply to Roth distributions only from employer-sponsored retirement plans. Additional plan distribution rules apply.*

401(k) Loans

401K loans from your account balance are allowed within legal limits. It is NOT recommended that you take a loan from your 401k without extreme financial hardships.

***See addendum for Employer Contribution & Vesting Schedule**