



PEOPLE 2.0

The Contractors Retirement Plan - Plan Highlights

ELIGIBILITY

All employees except those defined by the IRS as Highly Compensated Employees are eligible to participate in the plan as of their date of hire.

ENTRY DATES

The entry date is your date of hire.

EMPLOYEE CONTRIBUTIONS

Once you have entered the plan you may elect to deposit into the plan 85% of your annual cash wages up to \$19,500 or \$26,000 if you are at least age 50. This money is deferred from your payroll on a pre- or post-tax basis. You may change the amount you want to defer on the first day of any month by logging into your account at contractorsplan.com.

VESTING

You will always be 100% vested in your account.

PARTICIPANT LOANS

As a participant in the plan you may choose to take a loan from your account. The maximum available is the lesser of 50% of your vested account balance or \$50,000. If you take a loan you will be responsible for repaying it. Payments will not be deducted from your pay. People 2.0 will not be involved in your loan activity.

DISTRIBUTIONS

You may take distribution of your account balance following specific events:

- Sixty days following termination of employment
- OR
- Attainment of age 59-1/2
- OR
- Retirement at the normal retirement age of 65

INVESTMENTS

You may select the mix of investments from the group of funds selected for your plan. If you do not select your investment mix all money deposited into your account will be invested in the American Funds Target Date Fund based on your year of birth.

More detailed information about your plan may be found in the Summary Plan Description.

You may access your account information by logging into www.thecontractorsplan.com or by calling 800.933.3863.