FirstFleet Announces a 401k Matching Contribution for 2016!

Your 401k retirement savings plan at FirstFleet is one of the best ways to save for your retirement. FirstFleet encourages you to take advantage of your 401k plan and all the benefits that it offers you, so that you can look forward to a more secure financial future.

NEW MATCH IS EFFECTIVE JANUARY 1, 2016: FirstFleet will begin offering a 401(k) match equal to 25% of your deferrals into the plan up to the first 4% of your eligible pay that you defer. This new match goes into effect for the 2016 plan year.

YOU HAVE TO ENROLL FOR 2016 TO GET MATCHING CONTRIBUTIONS: Enrolling in

the 401k plan is quick and easy! Once you enroll, your salary deferrals are deducted automatically from your pay, which makes saving in the plan convenient. You can elect from a wide range of investment options under the 401k plan. Your own deferrals plus the matching contributions made by FirstFleet can help you achieve your goal for a more comfortable retirement. By participating in the 401k plan sooner rather than later, you also have the potential to benefit significantly over time from compound earnings. Compounding enables you to build retirement savings not only from your own deferrals and company matching contributions, but also from all reinvested earnings!

YOUR MATCH GOES IN AS OFTEN AS YOUR DEFERRALS: FirstFleet will be making a matching contribution to your participant account as often as you defer – in other words, as often as you get paid – weekly! FirstFleet will contribute \$0.25 for each dollar that you contribute up to a maximum of 4% of your eligible pay. Take a look at the following examples:

			Weekly
		Weekly Dollar	Company
Weekly	Contribution	Total Employee	Matching
Salary	Percent	Contribution	Contribution
\$1,000	1%	\$10.00	\$2.50
\$1,000	2%	\$20.00	\$5.00
\$1,000	3%	\$30.00	\$7.50
\$1,000	4%	\$40.00	\$10.00
\$1,000	8%	\$80.00	\$10.00
\$1,000	16%	\$160.00	\$10.00

** Maximum FirstFleet Match is 1%

Take Home Pay Impact of a 4% Contribution				
Gross Pay	\$1,000	\$1,000		
401(k) Contribution	\$0	\$40		
Tax	\$250	\$240		
Take Home Pay	\$750	\$720		

Take Home Pay only impacted \$ 30 by a \$ 40 Contribution

* This assumes a 25% income tax bracket, individual taxpayer circumstances may vary. This is for illustrative purposes only

<u>Please note</u>: If you are not deferring into the 401k plan, you cannot take advantage of the company matching contribution!

A VESTING SCHEDULE APPLIES TO COMPANY MATCHING CONTRIBUTIONS: You

are always 100% "vested" in your own deferrals into the 401k plan. That means that your own deferrals (plus any earnings on those deferrals) belong to you at all times – and you can take them with you when you retire or otherwise leave your employment at FirstFleet. A vesting schedule does apply to the matching contributions that you receive from FirstFleet. The amount of money in your match account that you may take with you if you leave depends on the period of time that you have been employed with FirstFleet (i.e., your "years of service"). Please see the following vesting schedule:

VESTING SERVICE*	VESTING PERCENTAGE
Less than 1 year of service	0%
1 year	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years or more	100%

* A year of Vesting Service is a Vesting Period in which you have at least 1,000 Hours of Service.

YOU WILL AUTOMATICALLY RECEIVE A MATCH IN 2016 IF YOU ARE ALREADY

DEFERRING: If you are already enrolled in the FirstFleet 401(k) plan and are actively deferring pay into the plan, you will automatically begin receiving a company matching contribution starting January 1, 2016.

HOW TO ENROLL: If you are not already enrolled in the 401k plan, we encourage you to begin deferring so that you may take advantage of the matching contribution in 2016. You may enroll two different ways:

- Enroll online at <u>www.principal.com</u> OR
- Enroll by calling Principal at 1-800-547-7754.

You will need to and reference the FirstFleet plan number 705090 when enrolling in the plan.