

# 401(k) PLAN - THROUGH PRINCIPAL

Your FirstFleet, Inc. 401(k) Plan provides you an important tool to plan for a comfortable retirement. Although Social Security will likely be a meaningful part of your retirement income, it was never designed to provide you with enough benefits to achieve a truly “comfortable retirement”. For many, Social Security may cover one-third or less of retirement needs. This is where your 401(k) Plan comes into play! Your 401(k) Plan brings many advantages to your retirement planning process:

- Convenient and regular payroll deferrals are deducted from your pay and are deposited into your account each pay period;
- Your payroll deductions go into the plan on a pre-tax basis (for non-Roth 401(k) deferrals only) – After-tax Roth 401(k) deferrals are also available;
- You receive a **company matching contribution equal to 25%** of your deferrals up to the first 4% of your eligible pay that you defer;
- Your earnings grow tax-deferred (that is to say, you don’t pay taxes on your deferrals and earnings until you begin taking distributions – Roth deferrals and their earnings may be distributed free of tax);
- Your deferrals and earnings are always 100% vested, which means that your money entirely belongs to you and cannot be forfeited, even if you leave the company and the plan at any time;
- Your matching contributions and earnings are subject to a six-year vesting schedule (with 100% vesting after six years of service with the company);
- You get to control the way your account is invested by selecting your own particular combination of investment options that are available under the plan;
- You may increase, decrease or eliminate your deferral amounts in the future and can also access existing account balances through participant loan and participant hardship withdrawal features under the plan; and
- You may access information about your account by calling Principal at their toll-free number **(800) 547-7754** Monday through Friday, 7:00 AM to 9:00 PM, and Saturday between 8:00 AM and 2:00 PM – or by logging onto the participant website at [www.principal.com](http://www.principal.com).

You must be at least age 21 and must have completed 30 days of service with the company in order to be eligible to participate in the FirstFleet, Inc. 401(k) Plan. You may enter the plan the first of the month following completion of the eligibility requirements.

**HOW TO ENROLL:** If you are not already enrolled in the 401(k) Plan, you may begin deferring so that you may take advantage of the matching contribution in 2019. Enroll in two ways:

- Enroll online at [www.principal.com](http://www.principal.com)
- Enroll by calling Principal at 1-800-547-7754  
**NOTE:** *The FirstFleet 401(k) Plan number is 705090.*

Please see your summary plan description for additional information about enrollment, including the Plan’s investment options and when you can make changes. You can obtain the summary plan description from FirstFleet's intranet site or by visiting the Principal website.