

401(K) RETIREMENT PLAN

CREATE THE FUTURE YOU WANT

PURSUING YOUR LONG-TERM FINANCIAL INDEPENDENCE BEGINS NOW



Who is eligible to participate?

All associates who are at least 18 years of age are eligible to participate after six months of employment. To help you prepare for retirement, our plan offers an automatic enrollment feature. All eligible associates are automatically enrolled in the pre-tax plan at a 2% weekly contribution and will automatically increase by 2% annually until reaching a 10% contribution. Associates can opt out of automatic enrollment prior to their first deduction being deposited into their account by completing a 401(k) waiver form or contacting Empower.

Managing Your Account

You may access your account using the Empower Retirement mobile app, by calling 844-465-4455 or by visiting www.empowermyretirement.com.

Making Contributions

You may contribute up to the maximum amount allowed by the IRS each calendar year. The annual limits can be found by visiting www.irs.gov. Your Empower retirement plan allows you to make both pretax and Roth contributions to your 401(k).

The Basics: Pre-Tax vs. Roth

Pre-Tax

- You could lower your current taxable income
- Any earnings grow tax deferred
- Distributions are taxed as regular income

Roth

- You pay taxes on contributions now
- Earnings grow tax deferred
- Qualified distributions are tax-free.¹

Company Match

Rosen Hotels & Resorts will match 50% of your contribution, up to the first 6% of your compensation. The company match can change at any point at the company's discretion.

Vesting Schedule

A vesting schedule determines what percentage of ownership you can apply to your account at specific points in time. You are always 100% vested in your own contributions. The schedule applies to your ownership of the company's matching contributions. Your years of service for vesting purposes begin on your date of hire.

Years of Service	0	1	2	3	4	5
Vested Percentage	0%	20%	40%	60%	80%	100%

When may I withdraw money from the plan?

- Conclusion of employment
- Upon reaching age 59 ½
- Retirement
- Hardship for specified reasons
- Death

May I take out loans from the plan?

You may take up to one loan and it must be repaid within 5 years.

Designate your beneficiary

Ensure you pass your plan benefits on to the people you intend. Log on to the website and follow these steps:

1. Choose your plan name.
2. Click on Beneficiaries.

Access Your Account From Anywhere

The Empower website and app provide an easy, convenient way to:

- Make contributions
- View your account balance
- Check your investment allocation
- Easily model different savings scenarios

Financial Wellness

Empower Learning Center – Boost your financial IQ and feel inspired about your financial future with learning modules, tools, calculators and articles about the financial topics that interest you.

- Saving
- Investing
- Retirement
- Protecting
- Life Events
- Spending

Visit the Learning Center at: https://www.empower.com/learning_center/#/

¹ Earnings on Roth contributions will be taxed unless withdrawals are a qualified distribution as defined by the IRS.