



Welcome!

Getting started with the Employee Savings Plan for Graham Packaging

Good news! To help you prepare for your financial future, you will soon have access to a world of tools and resources from Principal®.

In the next couple of weeks, you will be receiving a detailed packet at your home about the Employee Savings Plan for Graham Packaging (the Plan). This packet will include applicable notices that you should be sure to review. **Once you receive your packet, visit principal.com/welcome to get started.**

In the meantime, here's what you should know about the Plan:

- **Automatic enrollment.** As soon as administratively possible, your savings rate will be automatically set at **4% of your eligible compensation**, unless you elect otherwise. If you don't make an election, your contribution will be directed to the Plan's Qualified Default Investment Alternative (QDIA) based on your current age and the Plan's normal retirement date.
- **Automatic annual contribution increases.** Your contribution will be **automatically increased by 1% on January 1 of each year**, unless you elect otherwise.
- **Employer contributions.** Please refer to your collective bargaining agreement for details.

And a few more things to note:

- You are **always 100% vested** in the contributions you choose to defer. The employer contributions follow the vesting schedules outlined in your collective bargaining agreements or, if applicable, in the union benefit plan booklets.
- 50 or older? You can defer up to an additional \$7,500* per year in catch-up contributions.
- You can **save up to 75% of your eligible pay**, in any combination of pretax, catch-up and after-tax (Roth) contributions.**

Questions? Visit principal.com or call **800-547-7754**. Retirement specialists are available from 7 a.m. to 9 p.m. CT, Monday through Friday.

*Subject to annual indexing by the IRS.

**Subject to IRS limits.

This communication is intended to be educational in nature and is not intended to be taken as a recommendation.

Plan features in this communication are current as of December 2022. The legal plan document governs the employer's plan. If any discrepancies, the legal plan document will govern. Contact your plan sponsor if question regarding applicable retirement plan provisions.

Insurance products and plan administrative services are provided by Principal Life Insurance Company®, a member of the Principal Financial Group®, Des Moines, IA 50392.

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