



# TAKE CONTROL OF YOUR SAVINGS

## WHAT YOU NEED TO KNOW

The average PSAV employee contributes 4% to their 401(k), but saving a little extra each month can have a huge impact on your financial future.

### WHY DO I NEED A 401(k)?

Whatever your financial goals are, contributing to a 401(k) can help maximize your savings to give you a future that's financially strong. The earlier you start saving, the better off you'll be later, thanks to compounding earnings and time, meaning you can live the life you want at retirement.

### HOW DOES A 401(k) WORK?

With a 401(k) plan, you contribute pre-tax dollars (or after-tax Roth) direct from your pay as a set percentage of your salary. You choose how much you contribute up to the IRS-defined limit depending on your circumstances.

### HOW DOES THE PSAV MATCH WORK?

We are doubling our 401(k) match beginning July 1, 2018 to help you maximize your savings. We currently contribute 25¢ for every \$1 you put in, up to 6%. From July 1 we will contribute 50¢ for every \$1 you put in up to 6%. That means, if you contribute \$2,400 annually, we will contribute \$1,200.

### CAN I CHANGE MY 401(k) CONTRIBUTIONS?

Your savings plan should be tailored to you, and it's important to adjust your plan as your needs change. You can change your 401(k) contribution any time at [www.401k.com](http://www.401k.com) or by calling **800.835.5097**.

## WHAT 401(k) PERCENTAGE CONTRIBUTIONS MEAN IN DOLLARS AND CENTS

We want to help you prepare for the strongest future possible, so it's important you understand how your 401(k) works and, more importantly, how to make the most of it.

**ANNUAL SALARY:**

\$40,000

**MONTHLY CONTRIBUTION:**

6% / \$200

**PSAV MONTHLY CONTRIBUTION:**

3% / \$100

Annual total savings are **\$3,600**, even though you only pay in **\$2,400**.

# HOW TO SAVE SMARTER

It's easy to start saving more into your 401(k).

## START SAVING TODAY

Saving early can dramatically increase the amount of money you accumulate for retirement, not just because you'll be putting more money in, but because of compounding interest.

## USE YOUR PAY INCREASE

This is a great way to increase your contribution without seeing much of an impact on your usual take-home pay.

## LOOK AT YOUR MONTHLY SPEND

Is there something you can go without or somewhere you can save a bit of money? If so, use that extra money to increase your 401(k) contribution – and if you contribute pre-tax it may reduce your tax bill.

## CATCH-UP CONTRIBUTIONS

If you're over 50, the IRS allows an additional \$6,000 above the contribution limits, allowing you to add more each month to boost your savings.

## FREQUENTLY ASKED QUESTIONS

### What's the difference between a traditional 401(k) and a Roth 401(k)?

With a traditional 401(k), you contribute pre-tax, then pay taxes when you withdraw your money at retirement. However, with a Roth, you pay taxes upfront as you save, so you can withdraw your money tax-free at retirement (as long as certain criteria are met). A Roth 401(k) may be most beneficial for someone expecting to be in a higher tax bracket at retirement than they are now. All PSAV contributions are considered taxable income.

### What happens to the money I contribute?

When you enroll, the money in your account is invested in one or more fund options. You get to choose how your money is invested and you can choose different investment options to suit your lifestyle – from low risk to high risk. Fidelity has many online planning tools to help you make informed decisions, or you can call a representative to discuss what will be right for you.

### How do I access my 401(k) account?

You can access your account and make changes at any point. Simply visit [www.401k.com](http://www.401k.com), or call **800.603.4015**.

### Do I need a beneficiary?

It's important to designate a beneficiary for your 401(k) account. Should the worst happen, the value of your 401(k) will automatically be transferred to your beneficiary in the event of your death. You can designate a beneficiary online at [www.401k.com](http://www.401k.com) – select Profile > Beneficiaries > Get Started.

### When can I access my 401(k)?

You're eligible to withdraw money from your 401(k), penalty-free, at age 59 ½, or under extenuating financial circumstances, as defined by the IRS. When you reach retirement age or no longer work at PSAV, you may roll your money to a qualified retirement account, or take a lump sum distribution. Pre-tax 401(k) withdrawals will be subject to income tax.

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This information is not intended to be a substitute for specific individualized tax, legal, or investment planning advice. Where specific advice is necessary or appropriate, you should consult with a qualified tax advisor, CPA, financial planner, or investment manager.

This document contains a summary of some plan provisions of the 401(k) Plan. If there is any difference between the information contained in this communication and the 401(k) Plan document, the 401(k) Plan document, as interpreted by the Administrator, will always govern. If there are legal rules that require changes not yet written into the 401(k) Plan documents, the 401(k) Plan document will be interpreted by the Administrator as including those legal rules.

The information contained in this document is not intended and does not constitute either an employment agreement or contractual relationship, and does not guarantee employment for a specified period of time. The 401(k) Plan is subject to change or revision at the discretion of the Company.