

401(k) Retirement Plan Highlights

◆ Eligibility:

- Age 21 and complete 3 months of service
- 1st payroll period following fulfillment of eligibility requirements

◆ How to Enroll in the Plan:

- Enroll online at www.Transamerica.com/portal/home
- Phone: (877) 717-8858

◆ Contribution Types:

- Traditional Contribution (Pre-Tax)
- Roth Contribution (Post-Tax)

◆ Maximum Annual Salary Deferral Contribution:

- Age 50 and younger: \$23,000
- Age 50 and older: \$30,500

◆ Employer Contributions:

- Safe Harbor Match: 100% of first 3% plus 50% of the next 2% (100% vested at all times)

◆ Investment Option Default (if no other fund elections are made):

- Street State Target Date Funds

◆ Distributions:

- Death, Disability, Age 59 1/2, or Termination
- Hardship distributions are available

◆ Rollover Instructions:

You are allowed to consolidate your retirement funds from previous employer plans or IRA accounts by rolling the funds into your Madera Residential 401(k). Follow the instructions below to consolidate into this retirement plan.

- 1) The participant should notify the financial institution currently holding the retirement funds that they intend to roll over into another qualified plan.
- 2) The participant should request the rollover check to be payable as follows:
Transamerica, FBO: Participant's name
- 3) Request the Transamerica Rollover Form from the Transamerica website and submit along with the distribution check to the Madera Residential HR Plan Administrator.