

► **Take charge of your future**
with your workplace savings plan



Tryko Partners, LLC 401(k) Plan

Your Plan Enrollment Guide



Invest some of what you earn today for what you plan to accomplish tomorrow.

Take a look and see what a difference enrolling in your workplace savings plan could make in helping you achieve your goals.

Tax Savings – Once you make an election to defer some of your salary into the plan, your pre-tax contributions are deducted from your pay before income taxes are taken out. This means that you can actually lower the amount of current income taxes you pay each period. Also, you pay no taxes on any earnings until you withdraw them from your account, generally at retirement, enabling you to keep more of your money working for you now.

Convenience – Your contributions are automatically deducted regularly from your paycheck.

Portability – You can roll over eligible savings from a previous employer into this Plan. You can also take your plan vested account balance with you if you leave the company. See the Frequently Asked Questions section for additional details.

Investment Flexibility – You have the flexibility to select from investment options that range from more conservative to more aggressive, making it easy for you to develop a well-diversified investment portfolio.

In addition to the services provided by Fidelity, you also have access to United Planners Financial Services. Your advisor is not affiliated with Fidelity Investments.

Your retirement plan's financial advisor contact information:

Harry Appel
United Planners Financial Services
333 Seventh Ave
3rd Fl
New York, NY 10001
PH: 212-494-9090
happel@unitedplanners.com



Enroll Today.

Investing in yourself is easy with your retirement plan. You can count on us to support you every step of the way with our account management website, Fidelity NetBenefits®. First log in to netbenefits.com and we'll show you how to get started step by step.

Already enrolled? Skip this section and go right to the next page to see how your potential savings can really add up.

Step 1 – Enroll Online Today – Go to netbenefits.com and click on “Register Now” when logging in for the first time. Follow the instructions to Enroll Today! Call the Retirement Benefits Line if you need assistance at 1-800-294-4015.

Step 2 – Decide how much to invest and enter your contribution per pay period.

Step 3 – Select how you want to invest your contributions among the investment options available in the plan. Investment performance and fund descriptions are available online or over the phone. If you are interested in additional information about investing, go to the NetBenefits® Library to learn more.

Remember to designate your beneficiary(ies) by accessing “Profile” on NetBenefits.



Frequently asked questions about your plan.

Here are answers to some common questions about the key features, benefits, and rules of your plan. To learn more about your account log in to netbenefits.com. To review the principal features of your plan refer to your Summary Plan Description (SPD).

When can I enroll in the Plan?

You are eligible to participate in the Plan if:

- you complete 3 months of service
- you are at least 21 years old
- and you are not:
 - covered by a collective bargaining agreement
 - a leased employee
 - a nonresident alien who does not receive any U.S. source earned income from your Employer

The Plan does not cover employees who are residents of Puerto Rico.

Once you satisfy these requirements you will become eligible to participate in the Plan on the first day of the following month.

How do I enroll?

To enroll in the Plan, log on to Fidelity NetBenefits® at netbenefits.com, and click on "Register Now." Follow the easy instructions to enroll online. Please refer to the Enroll Today section of this guide found on page #3.

If you do not select an investment mix of your own, your Employer has directed Fidelity to place your contributions and/or loan repayments into a(n) Fidelity Investments target date fund that most closely aligns with your projected retirement date based upon your birth year. If you would prefer to select your own investments, please contact Fidelity by logging onto www.netbenefits.com and indicate your elections.

How much can I contribute?

Through automatic payroll deduction, you may contribute either a dollar amount or a percentage between 1% and 100% of your eligible pay. If you select a specific dollar amount, it may not exceed the Plan percentage limits which are based on your compensation. You may change your deferral dollar amount or percentage as applicable. Any changes made would take effect at the beginning of each payroll period.

What are the IRS contribution limits?

If you are under age 50, the IRS contribution limit for 2025 is \$23,500.

What "catch-up" contribution can I make?

If you are age 50 or older, or will reach age 50 during this taxable year and have reached the annual IRS Contribution limit or the Plan's maximum contribution limit for the year, you may make an additional "catch-up" contribution. The maximum annual catch-up contribution is \$7,500. In each subsequent calendar year, catch-up contribution limits will be subject to cost of living adjustments (COLAs) in \$500 increments.

What is the Roth 401(k) option?

Unlike your traditional, pre-tax 401(k) deferrals, the Roth 401(k) feature allows you to contribute after-tax dollars, but then withdraw tax-free dollars from your account when you retire, provided the distribution is "qualified". A qualified distribution is one that is taken after the five taxable year period beginning January 1 of the year for which your first designated Roth contribution to the plan is made (or to a previous plan, if that amount was subsequently rolled over to the distributing plan) AND you turn age 59 ½, become disabled, or die. If you are eligible to make traditional pretax 401(k) contributions, you can also make Roth 401(k) contributions. Your total contributions to the plan (both Roth 401(k) deferrals and traditional pre-tax contributions) cannot exceed IRS limits, or your plan's limit, if less.

You can obtain additional information regarding Roth 401(k) contributions by accessing the Library on NetBenefits at netbenefits.com.

Does the Company contribute to my account?

The Employer may make a discretionary matching contribution to your account. The amount would be equal to a percentage determined annually by a Board of Directors' Resolution for each contribution period.

To be eligible for discretionary matching contributions you are required to:

- make employee deferral contributions
- be employed by the Employer as of the last day of the contribution period

The Employer may make discretionary profit sharing contributions, if any, on your behalf in an amount to be determined by the Board of Directors.

When am I Vested?

The term "vesting" refers to the portion of your account balance that you are entitled to under the plan's rules.

You are always 100% vested in your:

- employee deferral account(s)
- rollover account
- and any earnings thereon.

Employer profit sharing contributions, matching contributions and earnings will be vested in accordance with the following schedule:



Years of Service for Vesting	Percentage
less than 2	0
2	20
3	40
4	60
5	80
6	100

The money your employer contributes to your account in the form of a match or profit sharing contribution and any earnings become yours after a certain period of time. This is known as vesting. The vesting schedule for employer contributions is detailed in your Plan's Summary Plan Description.

But remember, the money you contribute to the Plan and any earnings on those contributions are always yours. However, the value of your account may fluctuate depending on market conditions.

Can I take a loan from my account?

Although your plan account is intended for your retirement, you may borrow from your account.

Can I make withdrawals from my account?

Withdrawals from the Plan are generally permitted in the event of termination of employment, retirement, disability, or death. Your Plan may allow for additional types of withdrawals. Please refer to your Summary Plan Description for further details. You may also be eligible for a withdrawal in the case of a severe financial hardship as defined by your Plan.

To learn more about and/or to request a withdrawal, log in to Fidelity NetBenefits at netbenefits.com or call the Retirement Benefits Line at 800-294-4015.

Can I move qualified money from another retirement account into my account in Tryko Partners, LLC 401(k) Plan?

You may be permitted to roll over eligible contributions into this Plan from a previous employer's retirement Plan. For other eligible account types, please see your Summary Plan Description. **Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.** Once you have confirmed that your Employer will accept your rollover contribution, follow these easy steps to complete a rollover into the Plan:

- Contact your prior Plan provider to request a rollover distribution
- Rollover check issued should be made payable to Fidelity Investments Institutional Operations Company (FIIOC) for the benefit of (FBO): your name and sent to you
- Initiate the rollover by logging into netbenefits.com (recommended) or by completing the rollover contribution form found at the end of the Enrollment Guide
- Return both the applicable rollover documentation and the check from your prior Plan as per the rollover instructions

How do I access my account?

You can access your account through NetBenefits. Log in to netbenefits.com and you will have access to your account

information and retirement planning tools. You also can call the Retirement Benefits Line at 1-800-294-4015 between 8:30 a.m. and 8:30 p.m. ET on any business day the NYSE is open.

How do I change my investment options?

You may request investment changes (exchanges) or redirect future contributions among investment options available to you through Fidelity at netbenefits.com or by calling the Retirements Benefits Line at 1-800-294-4015 any business day the NYSE is open.

How do I manage my account once I am enrolled in the Plan?

NetBenefits is the online tool that puts you in the driver's seat in saving for retirement. You can manage your account, track your savings progress and keep moving toward your goals right from your desktop. Log in to netbenefits.com to get started. You can discover a wealth of resources to help you achieve your savings goals.

- Create an online statement
- Go to the NetBenefits® Library to set your financial goals for retirement and create a strategy to get there
- Attend online workshops



Additional Resources and Next Steps

Discover the resources available to help you find out how much you may need to save to reach your goals.

Log in to netbenefits.com, and go to the NetBenefits® Library.

Not sure how much you can afford to contribute?

The Fidelity Take Home Pay Calculator shows how affordable it can be to invest in your plan. Simply enter the amount you might contribute on a pre-tax basis and see how it impacts your pay.

Want to learn how contributions today may impact your retirement income?

Our calculators and tools will help you take the guesswork out of saving for retirement and assist in building an income strategy to meet your needs.

Need some additional help?

Fidelity offers a series of checklists, tools and videos that can help you make the most of your retirement savings plan. For help understanding the benefits of enrolling in your plan, go to netbenefits.com and check out the e-Learning catalog within the Library.

¿Habla español?

Para empezar, llame a nuestros representantes dedicados que hablan español a la línea de Beneficios de Jubilación de Fidelity (Fidelity Retirement Benefits Line) al 800-587-5282.



IMPORTANT INFORMATION:

This information is intended to be educational and is not tailored to the investment needs of any specific investor.

This document provides only a summary of the main features of Tryko Partners, LLC 401(k) Plan, and the Plan document will govern in the event of any discrepancy.

This Plan is intended to be a participant-directed Plan as described in Section 404(c) of the Employee Retirement Income Security Act of 1974 (ERISA), which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses under ERISA that are the direct and necessary result of investment instructions given by a participant or beneficiary.

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