



## 401(K) PLAN HIGHLIGHTS

### OVERVIEW

- When am I eligible to participate in my employer's 401(k) plan?
  - You are eligible to participate if you are:
    - A full-time employee of at least 18 years of age **AND** have been employed for 1 month.
  - You should receive an annual written reminder of your eligibility at least 60 days before the start of each year.
- Will Betterment send me information about my 401(k)?
  - Yes. We will send you quarterly statements showing your account activity.
- When will I have access to my money?
  - Your contributions are fully (100%) vested in your 401(k) Account and Rollover Contribution Account.
  - The employer match vesting schedule is:
    - Employed less than three years: 0%
    - Employed by three or more years: 100%

### CONTRIBUTIONS

- How much can I contribute to my 401(k) each year?
  - You may elect to defer up to 100% of your compensation on a pre-tax basis. You may also elect to make Roth contributions to the Plan on an after-tax basis. You may elect to change your elections to contribute to the Plan as of each pay period. Federal law also limits the amount you may elect to defer under the Plan (\$19,500 in 2021). However, if you are age 50 or over, you may defer an additional amount up to \$6,500 (in 2021).
- Do I pay taxes on 401(k) contributions?
  - You don't have to pay income taxes on your contributions, though you will have to pay other payroll taxes, like Social Security and Medicare taxes. You won't pay income tax on 401(k) money until you withdraw it.
- Can I change my contribution amount during the year?
  - You can stop your salary deferrals for contributions at any time, as long as you give advance notice. Note, however, that PPT can establish a policy about changing a contribution amount during the year, and can also decide whether an employee who has stopped contributing can resume making contributions in the same year. The Participant Notice and Summary Description provided by each year will state its policies.
- Employer Contributions
  - Employer match is discretionary.



## DISTRIBUTIONS

- You may receive a distribution from your account under the following circumstances:
  - Immediately after your employment terminates
  - Hardship (limited accounts)
  - After age 59 1/2
  - From the Rollover Contribution Account at any time
  - Death
  - Disability
- Can I borrow from my 401(k)?
  - You can take out a loan from your 401(k).
    - The minimum loan amount is \$1,000 and the maximum number of outstanding loans is 1.

*Disclaimer: These plan highlights are intended to be a very concise overview of plan features. For a detailed description of plan features, please review the [Summary Plan Description](#) or contact the Plan Administrator for more information. The plan features described in these plan highlights are subject to change, and in the event of a discrepancy between the legal plan document and these highlights (or any other summary of plan features), the plan document shall control.*