MARINER

YOUR PLAN | OUR COMMITMENT

Retirement Plan Highlights

401(k) Profit-Sharing Plan for Employees of Alphapointe

Eligibility

You will become eligible to make Elective Deferral Contributions and receive Safe Harbor and company match contributions on the first day of the calendar month after 12 months of service.

Your Contributions

You may elect to reduce your compensation by a specific percentage or dollar amount and have that amount contributed to the Plan as a salary deferral. There are two types of salary deferrals: Pre-Tax 401(k) deferrals and Roth 401(k) deferrals.

Pre-Tax And Roth 401(K) Deferrals

If you elect to make Pre-Tax 401(k) deferrals, then your taxable income is reduced by the deferral contributions, so you pay less in federal income taxes. If you elect to make Roth 401(k) deferrals, the deferrals are subject to federal income taxes in the year of deferral.
You may defer an amount not to exceed to a maximum of $23,500 in 2025 ($31,000 if age 50 or older). Changes to your deferral contribution can be made at any time. If you make a combination of Roth 401(k) and Pre-Tax elective deferrals, the total amount cannot exceed the contribution limit.

Automatic Enrollment

You will be automatically enrolled in the 401(k) plan with a deferral of 4% of your compensation as soon as you are eligible for the plan unless you make an affirmative election not to be enrolled.

Rollovers

You may contribute, or 'rollover', your personal IRA or a distribution that you have received from another qualified plan.

Employer Contributions

Each year, your Employer will make a “Safe Harbor” contribution to the Plan in an amount equal to 3% of your eligible compensation.

In addition to the contributions described above, your Employer will make a matching contribution equal to 50% of your elective deferrals up to 4% of your compensation.

For example, if you contribute 4% of your compensation to the plan, you will receive a 2% matching contribution plus the 3% Safe Harbor contribution.

Vesting

Your contributions and all Safe Harbor Contributions are always 100% vested. Any company matching contributions will be subject to the following vesting schedule:

Years of Service*t	Vested %
Less than 1 year	0%
1 year of service	0%
2 years of service	25%
3 years of service	50%
4 years of service	75%
5+ years of service	100%

*Years of service are credited from your date of hire.
*Vesting schedule may vary for former employees of NYCIB

Loans

You may be eligible to take a loan from the 401(k) Plan. To learn more, contact Empower at (855) 756-4738.

Withdrawals

You may avoid a 10% penalty for withdrawal in the event of:
- Retirement
- Hardship
- Attainment of Age 59½
- Death
- Termination of Service**

**Withdrawals not rolled over into another qualified plan or IRA within a certain time frame may be subject to a 20% withholding tax.

Investment Options and Changes

You may direct contributions to any or all of the various investment options offered through your employer's contract with Empower.

To move money between investment options, simply visit www.participant.empower-retirement.com or call their toll-free number (855) 756-4738. Investment changes may be subject to short-term trading guidelines.

If you do not provide investment instructions, your assets will be invested in the following Qualified Default Investment Alternative (QDIA):

American Funds Target Date Fund Series

Tools

You will receive quarterly retirement account statements detailing your account balance and investment performance. You also can check your account at any time at www.participant.empower-retirement.com or by calling their toll-free number at (855) 756-4738.

Contact Mariner For Additional Help

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