

FOSTER & WOOD

▶ City Beverages

401(k) Plan

Summary Guide 2025

Welcome to the City Beverages 401(k) Plan

- ▶ Congratulations on taking your first steps towards a secure life when you retire!
- ▶ Foster & Wood bring over 45 years of combined experience in managing retirement plans.
- ▶ Because they do not allow commissions or any other conflicts of interest in the plans they manage you can confidently ask them questions or seek their advice without worrying about “what’s in it for them.”

Investment Questions

- ▶ Tim Wood | 971-266-3134 | tim@fosterandwood.com

Form, Distributions, Password Resets, Etc.

- ▶ Jeremy Six | 971-366-3513 | jeremy@fosterandwood.com

Plan Highlights – Basic Rules

- ▶ Contribution Maximums
 - ▶ Maximum annual contribution is \$23,500, not to exceed 95% of pay
 - ▶ A catch-up contribution of \$7,500 is available to those over 50 years old
- ▶ Eligibility
 - ▶ Age 18 or over and 3 months of service
 - ▶ Plan entry is 1st day of the month following your service requirement
- ▶ Rollovers of previous 401k plan balances are allowed at any time
 - ▶ Don't need to wait for the eligibility listed on the left
 - ▶ Call Foster & Wood if you have questions
- ▶ Loans are available
 - ▶ Under federal rules, the minimum loan balances is \$1,000 and the maximum is \$50,000
 - ▶ Can't exceed 50% of your vested balance

In service distributions are available to employees who are at least 59 ½

Plan Highlights - Investments

- ▶ Mutual funds
 - ▶ low cost, no commission
 - ▶ reviewed by your investment advisor and plan's trustees
- ▶ Five professionally managed risk-based portfolios are available
- ▶ You can choose your own mix of funds
- ▶ Foster & Wood, our plan's investment advisor, serves our plan as a fiduciary. They are available to you to answer any questions, help you decide on a long-term investment strategy, or help you with any other investing or retirement question.

Company Contributions

Attractive matching is available! Olympic Eagle will match your contributions up to 3% of pay at 100% and the next 2% of pay at 50%.

Example: Bob makes \$50,000 per year and contributes \$2,500 (5% of pay) to the plan.

\$2,500 – Bob's contributions (5% of pay)

\$2,000 – Olympic Eagle matching

{ \$1,500 (100% on first 3% of pay) \$500 (50% on next 2% of pay) }

You are always 100% vested in these contributions.

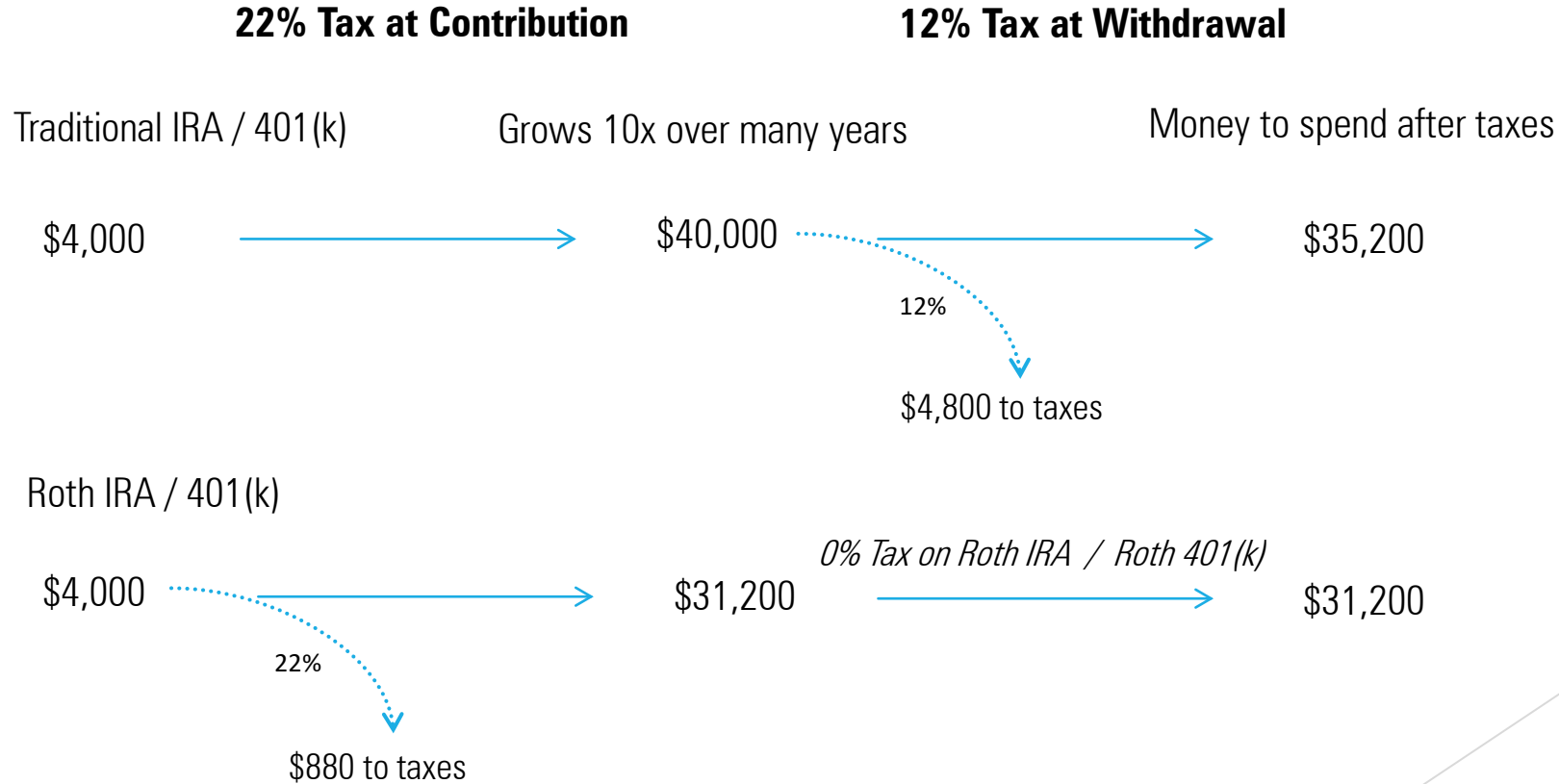
Plan Highlights – Roth 401(k)

- ▶ Traditional 401(k)
 - ▶ Tax deduction when you contribute
 - ▶ Reduces the tax you pay every pay period
 - ▶ In the future, withdrawals are taxed as income
- ▶ Roth 401(k)
 - ▶ No tax deduction when you contribute
 - ▶ Money comes out tax free
- ▶ Company contributions are never Roth. Matching and Profit Sharing are always counted as Traditional, even if your contributions are Roth contributions
- ▶ You can make traditional contributions, Roth contributions, or a mixture of both, subject to the maximums

Roth vs. Traditional IRA / 401(k)

Example: Your tax rate now vs. later is the most important consideration

If your tax rate now vs. later is the same, the options are similar



What is a QDIA?

- ▶ A Qualified Default Investment Alternative (QDIA) is the default fund for the plan and is only used when an employee does not make an affirmative investment selection. If you end up in the QDIA, you can change it any time.
- ▶ The QDIA for the City Beverages 401(k) Plan is the Vanguard Target Date Series predicated on your age.
 - ▶ More information can be found Yahoo! Finance or your plan's website.
 - ▶ A QDIA notice will be sent to each of you following this presentation.

Dynamic Retirement Manager

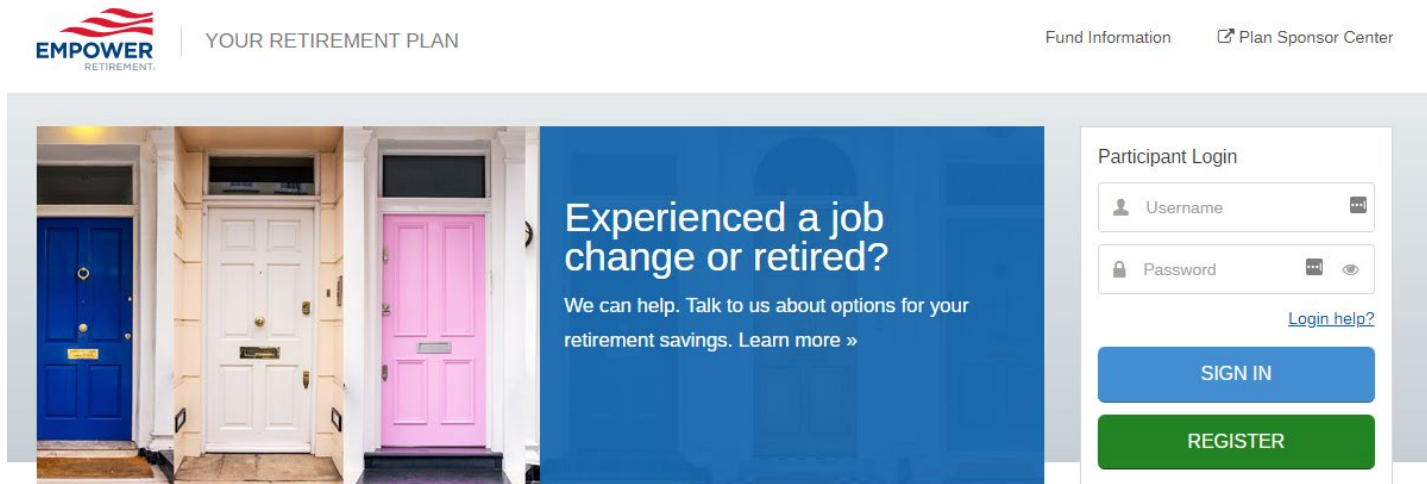
- ▶ City Beverages employees 50 and over that does not make an investment decision will automatically default into DRM™, yet anyone can choose the service.
- ▶ Predicated on census information, and any additional information you provide, DRM will use the asset class funds in the plan and create a unique actively managed account for you.
- ▶ Empower charges all DRM™ investors 0.49% annually
- ▶ You can choose to either adopt or decline DRM at any time after the plan is live.
- ▶ Those 50 and over will receive program specific information via the USPS about the program.
- ▶ Those under 50 will default into a Vanguard Target Date fund which corresponds to their anticipated retirement date.

Portfolios vs. Target Date Funds

- ▶ As mentioned previously, the target date fund approach gets more conservative the older you get, which is great for a lot of people because they don't have to worry about investment decisions. They are all being made in the background on their behalf.
- ▶ In the portfolios, you decide what kind of investor you want to be. Conservative, aggressive, or somewhere in between. The mix between stock and bond market investments remains the same, although the funds might change.
- ▶ If you would like to know which of the five portfolios makes the most sense for you and your family, please contact us! We are happy to visit about the investment strategy that is best fit for you.

How Do I Enroll?

- ▶ [Olympiceagle.fosterandwood.com](https://olympiceagle.fosterandwood.com) will link to
- ▶ participant.empower-retirement.com Please select “Register”



The screenshot shows the Empower Retirement website. At the top left is the Empower Retirement logo with the tagline "YOUR RETIREMENT PLAN". To the right are links for "Fund Information" and "Plan Sponsor Center". The main content area features a banner with three doors (blue, white, and pink) and the text: "Experienced a job change or retired? We can help. Talk to us about options for your retirement savings. Learn more »". On the right side of the banner is a "Participant Login" form with fields for "Username" and "Password", a "Login help?" link, and two buttons: "SIGN IN" (blue) and "REGISTER" (green).

If the enrollment technology is not working, please call Empower at 800.338.4015 and tell them you are trying to enroll in the City Beverages Plan. If you continue to have trouble, please contact Tim or Jeremy.

Empower Retirement - Enrollment

Account verification
Enter the information below to verify your account.

I do not have a PIN I have a PIN I have a plan enrollment code

SOCIAL SECURITY NUMBER

ZIP / POSTAL CODE

LAST NAME (GENERALLY INCLUDES SUFFIX: E.G., JR, SR, III)

DATE OF BIRTH MM/DD/YYYY

NUMERIC PORTION OF STREET ADDRESS OR P.O. BOX

CONTINUE

Start entering your information and the system will “find” you

Empower Retirement - Enrollment

We found you!

Verification codes for enhanced security will be sent to the email address or phone number you provide below.

Provide contact information

PERSONAL EMAIL ADDRESS

PHONE NUMBER

+1

Create username and password

USERNAME

PASSWORD

RE-ENTER PASSWORD

REGISTER

This screen will prompt you to create a unique username and password. Information will be sent using two factor authentication. You will be sent an email and a text to confirm

Empower Retirement - Enrollment

Quick enrollment - Pre-selected enrollment options

CONTRIBUTION RATE	COMPANY MATCH	INVESTMENT OPTION
6% app.enrollment.planDetails.companyContrib The estimated Before tax deferral amount to be deducted from your paycheck is based on the salary provided times your contribution rate.	3% Investment matches up to: <ul style="list-style-type: none">• 50% on the first 6%. The estimated match amount is based on your plan terms, subject to eligibility.	XYZ Fund View Details Your plan has chosen a way to help you take the guesswork out of managing your investments with a personalized approach that provides you with a professionally managed account to meet your goals through every stage of your life. Learn more.

By clicking "I Agree, Enroll Now", you confirm you have reviewed and agree to the [Participation Agreement for Online Enrollment.](#)

I Agree, Enroll Now

Customize enrollment - Choose enrollment options

Decline participation

Please choose "Customize Enrollment" If you have questions about the amount to invest or investments, please contact Tim or David

Call or Email Anytime!

- ▶ Website at fosterandwood.com
- ▶ Tim Wood | 971-266-3134
tim@fosterandwood.com
 - ▶ Update your retirement plan
 - ▶ Help with your contribution level or Traditional vs. Roth contributions.
 - ▶ Help picking your investment portfolio
 - ▶ Investment Questions
- ▶ Jeremy Six | 971-366-3513
jeremy@fosterandwood.com
 - ▶ General Help
 - ▶ Website assistance





▶ Foster & Wood, Inc.