

41 Retirement Planning

No matter what point of your career you're in, it's never a bad time to think about your future and save for retirement.

Contributing to a 401(k) account now can help keep you financially secure later in life. The Upbound 401(k) plan provides you with the tools you need to prepare.

PLAN AT A GLANCE

PLAN NAME	Upbound 401(k) Plan
RECORD KEEPER	JP Morgan
WEBSITE	www.retirementlink.jpmorgan.com
ELIGIBILITY	After 90 days of service
COMPANY MATCH	Upbound matches \$0.50 for every \$1 you contribute, up to 6% of your gross income.

All About 401(k)

Participating in the Upbound 401(k) Plan is one of the easiest and most effective ways to save for retirement. The sooner you participate, the more time your assets have to grow.

A 401(k) plan is an employer-sponsored retirement plan that allows coworkers to contribute a portion of their paycheck to save for retirement.

- » Contributions are automatically deducted from payroll
- » Coworker contributions can be either tax deferred or Roth

Benefits include:

- » Tax Deferred - lowers taxable income and savings grow tax deferred.
- » Roth Deferrals - pay taxes at your current tax rate and pay no additional taxes when distributed (earnings on your investment are taxable).
- » Receive our Company match (\$0.50 for every \$1 you contribute, up to 6% of your gross income).

Administrative services are provided by JP Morgan. You may start making pre-tax contributions into the plan after 90 days of service.

You Have Options. Determine what type of contribution (Tax Deferred or Roth) is right for you and set your contribution rate. These contributions will be deducted from your paycheck and submitted by Upbound on your behalf. You may also sign up to have your contribution amount automatically increased on an annual basis, which will help on your journey to reach your retirement savings goals. Your plan also offers a variety of investment options depending on whether you are a "Do it Yourself" type of investor or if you prefer "Do it for Me."

If you choose Roth 401(k), contributions are deducted from your paycheck after taxes, so you are paying taxes on those dollars now versus paying taxes when you withdrawal during retirement.

Contributing to the Plan

The IRS sets restrictions on how much you can contribute for the year, as well as other restrictions based on your rate of pay. For more information on what limits may impact you, go to www.irs.gov/retirement-plans and click on the "Contribution Limits" link under "Resources for Individuals."

Not sure if you're getting close to the annual contribution limit? Our payroll system tracks how much you've contributed. If you started at the Company mid-year, let the Payroll Department know how much you contributed at your previous employer so that can be factored in and you won't be subject to penalties for overcontributing.

How Much Should I Save?

Industry standards suggest saving at least 12% to 15% of your income, including Upbound's generous matching contribution of \$0.50 for every \$1 you contribute, up to 6% of your gross income. If you can't afford to save that much, make sure to save up to the matching amount so you don't leave free money behind.

Even if retirement isn't on your mind, starting now with weekly contributions will give you time to grow your savings and secure your financial future. It's never too early or too late to start saving for retirement!

Consolidating Your Retirement Savings

If you have an existing qualified retirement plan (pre-tax) with a previous employer, you may transfer that account into the plan any time.

Regardless of which retirement account you choose or how much you contribute, remember to think of it as a long-term strategy. Dipping into the account early will jeopardize the quality of your retirement and you may be subject to early withdrawal penalties from the IRS.

Investing in the Plan

- » Roth 401(k) contribution options are still available.
- » You can choose to elect for your contributions to be tax deferred, after-tax, or a mix of both!
- » The same plan rules and guidelines apply, but now you have the choice of saving on taxes now and getting taxed at retirement or having your contributions taxed now and at retirement taking those funds tax-free.

It's up to you how to invest the assets. The Upbound 401(k) plan offers a selection of investment options for you to choose from. You may change your investment choices any time. For more details, visit www.retirementlink.jpmorgan.com.

Vesting

Vesting refers to how much of your 401(k) funds you can take with you if or when you leave Upbound. Your contributions to the plan are always 100% yours, but Company matching contributions are subject to a vesting schedule, meaning the amount of Company money you can access depends on your years of service. In the current schedule, you'll be fully vested after two years of service.

Vesting Schedule

VESTING SCHEDULE	
YEARS OF SERVICE	PERCENTAGE VESTED
1 year of service	0%
2 years of service	100%

How the 401(k) Plan Works:

- » All Upbound coworkers are eligible to participate in the plan following your first 90 days of employment.
- » Select whether you would like to contribute traditional contributions where the federal tax is deferred to your account or after-tax Roth contributions.
- » Select a percentage of your weekly pay to be automatically deducted from your paycheck and contributed to your account. All contribution amounts must be entered as a percentage of pay. Flat dollar amounts are not accepted.
- » You can enroll in the plan and make changes to your weekly contribution amount at any time during the year once you have met the initial 90-day waiting period.
- » Beneficiary designations can be reviewed and updated at any time by visiting www.retirementlink.jpmorgan.com. Please note due to IRS laws, your beneficiary must be your spouse unless a notarized waiver has been completed.

Choose to Start Saving Now

Enroll in your Upbound plan today. Log on to www.retirementlink.jpmorgan.com or call 855-576-7526. The TTY is 800-766-4952.

Benefits of 401(k)

Tax Savings

In a 401(k), you don't owe taxes annually on interest, dividends, or profits earned.

Flexibility

You can change the amount of your contributions any time.

Upbound Match

Your retirement savings grows faster with the Company's match!