Important Updates and Frequently Asked Questions

The Mariner Holdings, LLC 401(k) Plan (the "Plan") permits you to make pre-tax, Roth 401(k), and after-tax contributions to the Plan, and you have the flexibility to elect one or all three of these savings options. Each option has different tax advantages. These answers to frequently asked questions and the comparison chart have been provided to help you determine which option may work for you.

You also have the opportunity to complete an in-Plan Roth rollover of all or part of your eligible savings to Roth 401(k) savings while leaving the funds in your Plan. Those who roll over to Roth 401(k) savings do so for potential tax advantages. When you roll over funds, they will be reported as income and taxable, but when you retire, you will not pay taxes on any gains. [1] Contact your tax advisor to discuss your situation. If you and your advisor decide that this option is the move for you, contact Participant Services to request the application form.

Frequently asked questions:

What are pre-tax 401(k) contributions?

Pre-tax 401(k) contributions are made to your Plan account before taxes are deducted from your eligible pay. These contributions reduce your current taxable income. When you withdraw pre-tax contributions from your Plan account, you will pay taxes on those contributions and on any earnings.

What are Roth 401(k) contributions?

Roth 401(k) contributions are made to your Plan account after taxes have been deducted from your eligible pay. When these contributions and any earnings are distributed, no taxes are owed, provided the distribution occurs at least five years after the year you made your first Roth contribution and you have reached age 59½, have become disabled, or have died.

What are after-tax contributions?

Like Roth 401(k) contributions, after-tax contributions are made to your Plan account after taxes have been deducted from your eligible pay. You will not pay additional taxes on your contributions when they are withdrawn. However, unlike Roth 401(k) contributions, you will pay taxes on any earnings on your after-tax contributions when they are withdrawn.

How can I maximize each contribution type?

You can make pre-tax, Roth 401(k), and after-tax contributions at the same time; however, after-tax contributions are not matched. Mariner Holdings, LLC may make a discretionary match of 50% of each dollar you contribute on the first 6% of pay that you contribute to your Plan account.2 See the chart below for details on how to get the most money into your 401(k) Plan.

Contribution Types				
Pre-Tax and Roth 401(k)	Catch-Up	After-Tax	Match	Total Contributions
$19,000 (Annual IRS maximum—pre-tax and Roth 401(k) combined)	**$6,000** (Annual IRS maximum, if 50 or older)	**$28,600** (Plan maximum)	**$8,400** (If your pre-tax and/or Roth 401(k) deferral rates are at the maximum match rate or higher)	**$62,000** (If you are catch-up eligible) **$56,000** (If you are not catch-up eligible)

Chart reflects IRS 402(g) limit of $19,000 and 415 limits of $56,000 for 2019. Match is 50% up to 3% with a $8,400 maximum.

Are after-tax contributions eligible for the employer match?2

No. Employer matching contributions are made on pre-tax and Roth contributions only.

How can I determine which contribution type may be best suited for me?

That choice for you depends on a number of factors, such as how long you expect your contributions to stay in your Plan account, how much they earn, your tax rate when your money is contributed and withdrawn, and the tax laws in effect at that time. Since each individual's tax situation is different, take the time to consider all of the facts and consult your tax advisor.

How do I know if an in-Plan Roth rollover is right for me?

You may want to discuss these and other considerations with your tax advisor if you are likely to be in the same tax bracket or higher at retirement, will not need to withdraw the money for at least five years, can pay the income taxes on the conversion now, or want to possibly leave the money to your heirs.

Contribution type comparison.

Questions	Pre-Tax 401(k)	Roth 401(k)	After-Tax
Is my contribution taxable in the year contributed?	No	Yes	Yes
Is my contribution taxed when I take a distribution?	Yes	No	No
Are any earnings on my contributions taxed when I take a distribution?	Yes	No, if certain conditions are met[3]	Yes[4]
What is the Plan's contribution limit?	100% of eligible compensation (combined with Roth 401(k) and after-tax contributions)	100% of eligible compensation (combined with pre-tax and after-tax contributions)	100% of eligible compensation (combined with pre-tax and after- tax contributions)
What is the IRS contribution limit?	$19,000 in 2019; $25,000 if you are age 50 or older (combined with Roth 401(k) contributions)	$19,000 in 2019; $25,000 if you are age 50 or older (combined with pre-tax 401(k) contributions)	$56,000 of your eligible compensation when combined with pre-tax, Roth 401(k), and employer contributions; $62,000 if you are catch up eligible
Can I take a distribution while still employed by the company if I have not reached age 59½?[4]	Yes, for financial hardship, disability, or a loan	Yes, for financial hardship, disability, or a loan	Yes
What are my rollover options if I leave my job?	New employer's tax-qualified plan (if new employer allows) Traditional IRA Leave in the current Plan Cash out	New employer's tax-qualified plan, if it accepts Roth 401(k) sources Roth IRA[5] Leave in the current Plan Cash out	New employer's tax-qualified plan, if it accepts after-tax sources Roth IRA[5] Any earnings on after-tax contributions can be rolled over into a traditional IRA Leave in the current Plan Cash out
Do I have to begin taking mandatory distributions at age 70½?	Generally, distributions must begin no later than April 1 following the year you reach age 70½ or the year you retire, whichever is later[6]	Generally, distributions must begin no later than April 1 following the year you reach age 70½ or the year you retire, whichever is later[6] Roth 401(k) sources can be rolled into a Roth IRA, which has no mandatory distribution requirement[5]	Generally, distributions must begin no later than April 1 following the year you reach age 70½ or the year you retire, whichever is later[6] After-tax sources can be rolled into a Roth IRA, which has no mandatory distribution requirement[5]
What are the advantages?	May provide an immediate tax break since pre-tax contributions reduce taxable income in the year contributed	May provide a tax break at retirement since distributions are tax-free if certain conditions are met	May provide a tax break at retirement since taxes are owed on any earnings only when they are withdrawn Funds are more liquid while you are employed, and fewer in-service distribution restrictions apply

Questions?

If you have additional questions about your Plan's contribution choices or would like to change your contribution election, visit workplace.schwab.com or call Participant Services at 1-800-724-7526. Participant Services Representatives are available from 7:00 a.m. to 11:00 p.m. ET, Monday through Friday.

This brochure provides a very general explanation of the Plan. Complete details of the Plan are in the official Plan document and the Summary Plan Description (SPD). You should read your Summary Plan Description carefully for a more complete understanding of your Plan. If there is any discrepancy between the information in this brochure and the official Plan document, the terms of the Plan document govern. This information should not be considered investment advice. The terms and conditions of the Plan are subject to Internal Revenue Service regulations.

[1]Provided the participant has attained age 59½, has died, or has become disabled, and the distribution occurs at least five years after the first Roth 401(k) contribution has been made.

[2]Employer contributions are paid on a pre-tax basis and may be taxable at withdrawal.

[3]Earnings on Roth 401(k) contributions are eligible for tax-free treatment as long as the distribution occurs at least five years after the year you made your first Roth 401(k) contribution and you have reached age 59½, have become disabled, or have died.

[4]If you are under age 59½, withdrawals may be subject to early distribution penalties. Earnings on Roth 401(k) contributions that are withdrawn for financial hardship may be taxable. You should consult a tax advisor for more information on specific implications.

[5]When a participant rolls a Roth 401(k) balance to a new Roth IRA, the five-year qualification period may start over. This may impact the rollover decision. If the participant has an established Roth IRA, then the qualification period is calculated from the initial deposit into the IRA, and the rollover will be eligible for tax-free withdrawals when that five-year period has ended (and the age qualifier has been met).

[6]Minimum distribution requirements may apply to 5% owners prior to retirement.

This information is not intended to be a substitute for specific individualized tax, legal, or investment planning advice. Where specific advice is necessary or appropriate, you should consult a qualified tax advisor, CPA, financial planner, or investment manager.