

What is the Summary Annual Report?

The Summary Annual report (SAR) is a summary of a retirement plan's financial information. The following report provides a financial snapshot for 401(k) Employee Savings Plan of Guest Services, Inc. from January 01, 2018 through December 31, 2018.

Its purpose is to summarize information on the plan's annual report for current participants, former participants with an account balance and/or beneficiaries of a participant.

You are not required to take any action, but you can request a copy of the full annual report or any individual parts of the report at any time.

The following SAR document contains information about:

- Administrative expenses that the plan paid
- The amount of benefits paid to participants and beneficiaries
- The total value of plan assets
- A pension plan's compliance with the minimum funding standards, if applicable
- Your right to receive a copy or any part of the full annual report

Have questions?

We have answers. Log in to principal.com to access your plan statements. You'll also find valuable information about financial wellness and how you can plan for your best life in retirement.

Summary Annual Report

This is a summary of the annual report for 401(k) Employee Savings Plan of Guest Services, Inc. , EIN 53 0164700, for January 01, 2018 through December 31, 2018. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic financial statement

Benefits under the plan are provided by a combination of funding arrangements. Plan expenses were \$4,296,691. These expenses included \$41,152 in administrative expenses, \$4,255,539 in benefits paid to participants and beneficiaries and \$0 in other expenses. A total of 3,152 persons were participants in, or beneficiaries of, the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$42,050,477 as of December 31, 2018, compared to \$43,619,392 as of January 01, 2018. During the plan year, the plan experienced a decrease in its net assets of (\$1,568,915). This decrease includes unrealized appreciation or depreciation in the value of the plan assets; that is, the difference between the value of plan's assets at the end of the year and the value of

the assets at the beginning of the year or cost of assets acquired during the year. The plan had a total income of \$2,727,776, including employer contributions of \$1,357,914, employee contributions of \$2,842,834, gains of \$0 from the sale of assets, and earnings from investments of (\$2,109,328).

Your rights to additional information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- An accountant's report
- Financial information and information on payments to service providers
- Assets held for investment
- Fiduciary information, including non-exempt transactions between the plan and parties-in-interest
- Insurance information including sales and commissions paid by insurance carriers
- Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates

To obtain a copy of the full annual report, or any part thereof, write or call

GUEST SERVICES, INC.
3055 PROSPERITY AVE
FAIRFAX, VA 22031-2216
(703)849-9300

The charge to cover copying costs will be \$1.00 for the full annual report or \$.10 per page for any part thereof. You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

3055 PROSPERITY AVE
FAIRFAX, VA 22031-2216

and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs.

Requests to the Department of Labor should be addressed to:

Public Disclosure Room, Room N1513,
Employee Benefits Security Administration,
U.S. Department of Labor,
200 Constitution Avenue, N.W.,
Washington, D.C. 20210.

The full annual report can also be found online at www.efast.dol.gov.

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