

Important Information about the 401(K) EMPLOYEES SAVINGS PLAN OF GUEST SERVICES, INC. (Plan)

401(K) EMPLOYEES SAVINGS PLAN OF GUEST SERVICES, INC. offers you the opportunity to save for retirement through the Plan. The Plan provides access to a selection of investment options and may offer tax advantages as well.

You have previously received a notice with information about fees associated with this Plan. This notice contains an update for you regarding those fees.

Effective 01/01/2021, the distribution fee currently being charged for each distribution from the Plan will change to \$50.00.

To learn more

For more information on Plan provisions, available investment options and fee information, log in to your account at [principal.com](https://www.principal.com).