

401(k) Gold Plan for Salaried Employees

Guest Services proudly offers one of the hospitality industry's most progressive and generous retirement savings plans – the 401(k) Gold Plan!

A retirement savings plan is one of the best ways to save for your future – and the richness of the 401(k) Gold plan will help you reach your retirement financial goals faster. The 401(k) Gold plan is available to most salaried employees hired on or after January 1, 2008.*

When you contribute to your 401(k) Gold plan, **Guest Services will match 100% on the first 6% of the pay you contribute to the plan through salary deferral.** And after five years of service to the Company, **Guest Services will increase that match to 150%** on the first 6% of your 401(k) contribution.**

Here are some examples of how the 401(k) Gold plan can benefit you now:

Annual Salary	Contribution Percent	Annual Employee Dollar Contribution	Annual Company Matching Contribution	Total Annual Contribution
\$40,000	3%	\$1,200.00	\$1,200.00	\$2,400.00
\$40,000	5%	\$2,000.00	\$2,000.00	\$4,000.00
\$40,000	6%	\$2,400.00	\$2,400.00	\$4,800.00

And here are some examples for someone in the 401(k) Gold plan with more than 5 years of service:

Annual Salary	Contribution Percent	Annual Employee Dollar Contribution	Annual Company Matching Contribution	Total Annual Contribution
\$40,000	3%	\$1,200.00	\$1,800.00	\$3,000.00
\$40,000	5%	\$2,000.00	\$3,000.00	\$5,000.00
\$40,000	6%	\$2,400.00	\$3,600.00	\$6,000.00

If you are eligible for the match but are not contributing to the 401(k) Gold plan, you are missing out on the benefit of Guest Services contributing money toward your retirement! If you are eligible for the match and are not contributing at least 6% of your pay, you are not taking full advantage of the money that Guest Services is willing to contribute on your behalf.

You are eligible to begin receiving the employer match following 6 months of service with Guest Services. You are vested in employer contributions based on years of vesting service with the Company: 1 year: 33%, 2 years: 66%, and 3+ years: 100%.

Save for your future by taking full advantage of the 401(k) Gold plan! Join online at www.principal.com and enter in Account Number 454475. You can also call Human Resources at (703) 849-9382 or send an email to benefits@guestservices.com for more information.

* Salaried employees at certain GSI units are eligible to participate in a different 401(k) Plan. Please contact a representative from the Human Resources department for eligibility requirements.

** Your total salary deferral in 2019 may not be more than \$19,000. If you are age 50 or over during the plan year and have met the IRS Deferral Limit of \$19,000, you may contribute a catch-up deferral of \$6,000 in 2019. The employer match does not apply to catch-up contributions.