

If eligible, Guest Services, Inc, has made a **discretionary matching contribution** on your behalf to the 401(k) Employees Savings Plan of Guest Services, Inc. for the plan year ending December 31, 2023. The exact amount of all your contribution(s) is reflected in your quarterly retirement plan statement or is accessible on the Participant website.

The following describes the matching contribution(s) we have made to you for the 2023 Plan Year, if eligible:

The matching contribution below was made for the following group of Eligible Employees:
Hourly, regular status employees.

The matching contribution has been made to all Eligible Employees in the group above who were active during match calculation period listed below and more than six months of service with the Company.

The percentage of Elective Deferral Contributions matched was 50%, not to exceed 4% of your eligible Compensation. This match was determined on a per payroll period basis. If Catch-up or 401(k) After-Tax contributions were made, they will not be matched.

The matching contribution below was made for the following group of Eligible Employees:
Salaried, regular status employees.

The matching contribution has been made to all Eligible Employees in the group above who were active during match calculation period listed below.

The percentage of Elective Deferral Contributions matched was 100%, not to exceed 6% of your eligible Compensation after six months of service, or 150%, not to exceed 6% of your eligible Compensation after 5 years of service with the Company. This match was determined on a per payroll period basis. If Catch-up or 401(k) After-Tax contributions were made, they will not be matched.

The matching contribution below was made for the following group of Eligible Employees:
Union employees.

Your contributions are not matched. Please review your Collective Bargaining Agreement to learn about other company-paid retirement benefits.

Note: The employer match is subject to a 3-year vesting schedule. If you stay with the company for one year, you get to keep 33% of the match. After two years of employment, you retain 66%. Finally, after three years, the entire employer match is yours to keep; however, it will be taxable when you retire.