

# GEON 401(K) PLAN (76665)

## Key Plan Details

### When can I enroll in the Plan?

There is no waiting period. You can enroll in the Plan at any time.

If you have not enrolled in the Plan within 35 days of your date of hire, you will be automatically enrolled in the Savings Plan at a contribution rate of 6% of your pretax eligible earnings and your contributions will be invested in a Fidelity Freedom<sup>®</sup> Fund that has a target retirement date closest to the year you might retire and assumes a retirement age of 65. You will also be enrolled in the Automatic Increase Program, which will automatically increase the amount you defer by 1% on an annual basis, until you reach 15%. We encourage you to take an active role in the Plan and choose a contribution rate and investment options that are appropriate to you. If you do not wish to contribute to the Plan, you must change your contribution rate to 0% within the first 35 calendar days of your date of hire.

Based on your date of birth and assuming a retirement age of 65, you will be invested in the Target Date Funds, with a corresponding target retirement date. Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.

### How do I enroll in the Plan?

Enroll online at any time, or by calling the Fidelity Retirement Benefits Line at 1-800-835-5095.

### What is the Roth contribution option?

A Roth contribution to your retirement savings plan allows you to make after-tax contributions and take any associated earnings completely tax free at retirement - as long as the distribution is a qualified one. A qualified distribution, in this case, is one that is taken at least five tax years after your first Roth 401(k) contribution and after you have attained age 59½, or become disabled or die. Through automatic payroll deduction, you can contribute between 1% and 90% of your eligible pay as designated Roth contributions, up to the annual IRS dollar limits.

Find more information online within the “Library” section of NetBenefits<sup>®</sup>.

### How much can I contribute?

Through automatic payroll deduction, you may contribute between 1% and 90% of your eligible contributions. In addition, you can automatically increase your retirement savings plan contributions each year through the Annual Increase Program. You may also contribute between 1% and 90% of your after-tax pay. Combined, your total contribution cannot exceed 100% of your

eligible pay. Sign up online by accessing the “Contribution Amount” section on NetBenefits®, or by calling the Fidelity Retirement Benefits Line at 1-800-835-5095.

### What is the IRS contribution limit?

The IRS contribution limit for 2022 is \$20,500.

### When is my enrollment effective?

Your enrollment becomes effective once you elect a deferral percentage, which initiates deduction of your contributions from your pay. These salary deductions will generally begin with your next pay period after we receive your enrollment information, or as soon as administratively possible.

### How do I designate my beneficiary?

If you have not already selected your beneficiaries, or if you have experienced a life-changing event such as a marriage, divorce, birth of a child, or a death in the family, it’s time to consider your beneficiary designations. Fidelity’s Online Beneficiaries Service offers a straightforward, convenient process that takes just minutes. To make your elections, click on the “Profile” link, then select “Beneficiaries” and follow the online instructions.

### What are my investment options?

To help you meet your investment goals, the Plan offers you a range of options. You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. The various investment options available through the Plan include conservative, moderately conservative, and aggressive funds. A complete description of the Plan’s investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online.

### What are the managed account options in my plan?

#### **Fidelity® Personalized Planning & Advice ("The Service")**

GEON Performance Solutions has teamed up with Fidelity to offer a valuable managed account service that lets you delegate the day-to-day management of your workplace savings plan account to professional investment managers. Fidelity’s experienced professionals evaluate the investment options available in your plan and identify a model portfolio of investments appropriate for an investor like you. The service then invests your account to align with this model portfolio and provides ongoing management of your account to address changes in the markets, your plan’s investment lineup, and changes in your personal or financial situation. With a managed account, you can take advantage of Fidelity’s resources and experience to help ensure that:

- Your investments are managed through the ups and downs of the market.
- You’re keeping your accounts aligned with your goals through annual reviews and check-ins.
- Your account is actively managed to create an opportunity for long-term gains while managing the risk associated with investing.

To see if Personalized Planning & Advice is right for you, go online where you can easily enroll in

The Service and learn more.

Fidelity Representatives are available to answer any questions you may have about this managed account service. Call 1-866-811-6041 for more information.

### [Is there a self-directed brokerage option in my plan?](#)

For those desiring the most investment flexibility and choice, the Plan offers Fidelity BrokerageLink<sup>®</sup>, a self-directed brokerage option, which provides you with the opportunity to select from thousands of mutual funds and other investment options — beyond those offered in the standard plan line up. A complete description of the Plan's standard investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online at NetBenefits. Click on "Quick Links," then select "Investment Performance and Research" and follow the online instructions.

### [What "catch-up" contribution can I make?](#)

If you have reached age 50 or will reach 50 during the calendar year January 1 – December 31 and are making the maximum plan or IRS pretax contribution, you may make an additional contribution each pay period. The maximum annual catch-up contribution is \$6,500 in 2022.

### [When am I vested?](#)

You are always 100% vested in your own contributions to the GEON 401(k) Plan and any earnings on them.

### [Can I take a loan from my account?](#)

Although your plan account is intended for the future, you may borrow from your account for any reason.

Learn more about and/or request a loan online, or by calling the Fidelity Retirement Benefits Line at 1-800-835-5095.

### [Can I make withdrawals?](#)

Withdrawals from the Plan are generally permitted when you terminate your employment, retire, reach age 59½, become permanently disabled, have severe financial hardship, as defined by your plan.

When you leave the GEON Performance Solutions, you can withdraw contributions and any associated earnings or, if your vested account balance is greater than \$1,000, you can leave contributions and any associated earnings in the Plan. After you leave the GEON Performance Solutions, if your vested account balance is equal to or less than \$1,000, it will automatically be distributed to you. However, if your vested account balance is greater than \$1,000 but not more than \$5,000, you will be notified that your entire vested account balance will be transferred to an Individual Retirement Account (Rollover IRA), unless you request either a cash distribution or a

rollover distribution of your choice.

Learn more about and/or request a withdrawal online, or by calling the Fidelity Retirement Benefits Line at 1-800-835-5095.

### [Can I move money from another retirement plan into my account in GEON 401\(k\) Plan?](#)

You are permitted to roll over eligible pretax contributions from another 401(k) plan, 403(b) plan or a governmental 457(b) retirement plan account or eligible pretax contributions from conduit individual retirement accounts (IRAs). A conduit IRA is one that contains only money rolled over from an employer-sponsored retirement plan that has not been mixed with regular IRA contributions.

Additional information can be obtained online, or by calling the Fidelity Retirement Benefits Line at 1-800-835-5095.

**Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.**

### [Where can I find information about exchanges and other plan features?](#)

Learn about loans, exchanges, and more online. In particular, you can access loan modeling tools that illustrate the potential impact of a loan on the long-term growth of your account. You will also find a withdrawal modeling tool, which shows the amount of federal income taxes and early withdrawal penalties you might pay, along with the amount of earnings you could potentially lose by taking a withdrawal. Additional information can be obtained by calling the Fidelity Retirement Benefits Line at 1-800-835-5095.

#### **Additional Important Information**

***Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a mutual fund prospectus or, if available, a summary prospectus containing this information. Read it carefully.***

Investing involves risk, including risk of loss.

Fidelity® Personalized Planning & Advice *at Work* is a service of Fidelity Personal and Workplace Advisors LLC and Strategic Advisers LLC. Both are registered investment advisers, are Fidelity Investments companies and may be referred to as "Fidelity," "we," or "our" within. For more information, refer to the Terms and Conditions of the Program. When used herein, Fidelity Personalized Planning & Advice refers exclusively to Fidelity Personalized Planning & Advice *at Work*. **This service provides advisory services for a fee.**

BrokerageLink includes investments beyond those in your plan's lineup. You should compare investments and share classes that are available in your plan's lineup with those available through BrokerageLink, and determine the available investment and share class that is appropriate for your situation. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance.

This information provides only a summary of the main features of GEON 401(k) Plan and the Plan Document will govern in the event of discrepancies.

The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

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