



GEON 401(K) PLAN

Summary of Key Plan Provisions

When can I enroll in the Plan?

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

What is auto-enrollment?

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® Fund. If you do not want to be auto-enrolled you must make an election to defer more, less or zero. **If you do not make an election within 35 days of your hire date, you will be automatically enrolled.**

What is the Automatic Increase Program?

If you are auto-enrolled 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%.

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.

What is the IRS contribution limit?

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

When am I vested?

You are always 100% vested in both your own contributions and the company match.

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.

Does the company make a matching contribution?

Yes the company matches 100% on the first 3% deferred into the plan and 50% on the next 3% deferred into the plan. In other words, if you defer 6%, the company will match 4.5%.

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. You may only have one outstanding loan at a time.

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.

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

Yes, you are permitted to roll over eligible pretax contributions from another plan or IRA.

Register and Support

Register at www.401k.com and register as a new user.
Fidelity Participant Support: 800-835-5097
Oswald Participant Support: 833-224-5660