

Energy Transport Logistics - 401k Matching Contribution

Your 401k retirement savings plan at Energy Transport Logistics (ETL) is one of the best ways to save for your retirement. ETL encourages you to take advantage of your 401k plan and all the benefits that it offers you, so that you can look forward to a more secure financial future.

MATCH IS EFFECTIVE NOVEMBER 1, 2021: ETL offers a 401(k)-match equal to 50% per \$1.00 of your deferrals into the plan for the first 9% of your eligible pay that you defer.

YOU HAVE TO ENROLL FOR 2021 TO GET MATCHING CONTRIBUTIONS: Enrolling in the 401k plan is quick and easy! Once you enroll, your salary deferrals are deducted automatically from your pay, which makes saving in the plan convenient. You can elect from a wide range of investment options under the 401k plan. Your own deferrals plus the matching contributions made by ETL can help you achieve your goal for a more comfortable retirement. By participating in the 401k plan sooner rather than later, you also have the potential to benefit significantly over time from compound earnings. Compounding enables you to build retirement savings not only from your own deferrals and company matching contributions, but also from all reinvested earnings!

YOUR MATCH GOES IN AS OFTEN AS YOUR DEFERRALS: ETL will be making a matching contribution to your participant account as often as you defer – in other words, as often as you get paid – bi-weekly! ETL will contribute \$0.50 for each dollar that you contribute up to a maximum of 9% of your eligible pay. Take a look at the following examples:

Bi-Weekly Salary	Contribution Percent	Bi-Weekly Dollar Total Employee Contribution	Bi-Weekly Company Matching Contribution
\$1,000	1%	\$10.00	\$5.00
\$1,000	2%	\$20.00	\$10.00
\$1,000	3%	\$30.00	\$15.00
\$1,000	4%	\$40.00	\$20.00
\$1,000	9%	\$90.00	\$45.00

**** Maximum ETL Match is 9%**

Take Home Pay Impact of a 4% Contribution		
Gross Pay	\$1,000	\$1,000
401(k) Contribution	\$0	\$40
Tax	\$250	\$240
Take Home Pay	\$750	\$720

*Take Home Pay only impacted \$ 30
by a \$ 40 Contribution*

* This assumes a 25% income tax-bracket, individual taxpayer circumstances may vary. This is for illustrative purposes only

Please note: If you are not deferring into the 401k plan, you cannot take advantage of the company matching contribution!

A VESTING SCHEDULE APPLIES TO COMPANY MATCHING CONTRIBUTIONS: You are always 100% “vested” in your own deferrals into the 401k plan. That means that your own deferrals (plus any earnings on those deferrals) belong to you at all times – and you can take them with you when you retire or otherwise leave your employment at Energy Transport Logistics. A vesting schedule does apply to the matching contributions that you receive from Energy Transport Logistics. The amount of money in your match account that you may take with you if you leave depends on the period of time that you have been employed with Energy Transport Logistics (i.e., your “years of service”). Please see the following vesting schedule:

VESTING SERVICE*	VESTING PERCENTAGE
Less than 1 year of service	0%
1 year	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years or more	100%

* A year of Vesting Service is a Vesting Period in which you have at least 1,000 Hours of Service.

YOU WILL AUTOMATICALLY RECEIVE A MATCH IN 2021 IF YOU ARE ALREADY

DEFERRING: If you are already enrolled in the Energy Transport Logistics 401(k) plan and are actively deferring pay into the plan, you will automatically begin receiving a company matching contribution starting December 1, 2021.

HOW TO ENROLL: If you are not already enrolled in the 401k plan, we encourage you to begin deferring so that you may take advantage of the matching contribution in 2021. You may enroll two different ways:

- Enroll online: <https://www.capitalgroup.com/myplan/g9kl1>
- Enrollment video: <https://www.capitalgroup.com/advisor/how-to-enroll-employee-video-planpremier.html>