

# Automatic Contribution Arrangement Participant Notice

WINTERS BROS. WASTE SYSTEMS OF LONG ISLAND  
120 NANCY ST.  
UNIT A  
WEST BABYLON, NY 11704  
(516) 937-0900  
www.wintersbros.com

You are eligible to participate in the WINTERS BROS. OF LONG ISLAND 401(K) PLAN which includes an Automatic Contribution Arrangement (ACA) for the 2020 plan year. This notice provides you with information to consider before deciding to take no action or to start, continue or change your salary deferral rate. ACA applies for all Plan years forward.

## **Eligibility and Entry Requirements**

You are eligible to participate in the plan if you:

- Have completed 3 months of service with the company.

## **Salary Deferral Contribution Plan Provision**

You may elect to defer a percentage of your pay each pay period. Your current taxable income is reduced by the amount you contribute through pre-tax salary deferral. This lets you reduce your current federal and most state income taxes. This plan allows you to defer 100% of your pay.

- You may also elect to defer a percentage of your pay each pay period as Roth deferrals, which are after-tax contributions.
- You may elect to make a separate deferral election for bonus pay. This plan allows you to defer 100% of your bonus pay.

## **Automatic Contribution Arrangement**

This retirement plan includes an automatic contribution arrangement that applies to new participants or re-hired participants as they enter the plan. If you are a new participant, you will be automatically enrolled in the retirement plan, meaning 3% of your pay will be deducted from paychecks and contributed to the retirement plan on your behalf unless you elect a different salary deferral percentage. If you are currently eligible for the plan, you will maintain your current salary deferral amount unless you elect a different salary deferral percentage.

If you do not wish to be automatically enrolled, you may elect not to defer or to defer another percentage. You can enter into an agreement to change your salary deferral contribution on any quarterly date. These dates are 1/1, 4/1, 7/1, and 10/1. You will need to complete and sign the salary deferral agreement or complete an election online, if applicable, before the date on which it is effective. Once an agreement (**affirmative or automatic**) is in effect, salary deferrals will be payroll deducted from your future paychecks. You can terminate your agreement at any time.

If you affirmatively elect to make salary deferral contributions or if you are automatically enrolled and you do not provide direction as to how contributions made on your behalf should be directed, then the contributions will be directed to Principal Trust Target Date Funds, sub advised by Principal Management Corp.

Internal Revenue Service (IRS) regulations or the retirement plan may limit the annual amount of your salary deferral contributions. Please see below for the annual IRS salary deferral limits. If you meet a salary deferral contribution limit, you may continue to defer up to the catch-up contribution limit if you are eligible to defer catch-up contributions.

## **Salary Deferral Limits**

Internal Revenue Service (IRS) regulations or the retirement plan may limit the annual amount of your salary deferral contributions. If you want to contribute more to your account than would be provided automatically, there are limits on the maximum amount. The IRS and plan limits are described in the Plan's Summary Plan Description (SPD) or can be obtained from your employer.

**Additional Information**

For additional information about the retirement plan, please contact:

MARCO GUTIERREZ, HUMAN RESOURCES ADMINISTRATOR  
120 NANCY ST.  
UNIT A  
WEST BABYLON, NY 11704  
(516)937-0900  
mgutierrez@wintersbros.com

An additional copy of the Summary Plan Description can also be obtained from the above stated contact.

This notice includes a brief description of your employer's retirement plan features. While this notice outlines many of the major provisions of your employer's retirement plan, the notice does not provide you with every plan detail. The legal plan document, which governs this plan, provides full details. If there are any discrepancies between this notice and the legal plan document, the legal plan document will govern.

From time to time, your employer may elect to amend the retirement plan provisions. This notice may be updated to reflect proposed amendments to the plan document provisions. Until a plan amendment is adopted, however, the legal plan document will govern. Contact your plan sponsor if you would like more details regarding applicable retirement plan provisions.



Principal Life Insurance Company  
Des Moines, IA 50306-9394

Your employer's retirement plan includes an automatic contribution arrangement once you reach your enrollment effective date. This may mean you'll be automatically enrolled to contribute a portion of your pay to your account unless you elect otherwise (refer to the notice provided by your plan sponsor for details).

My personal information (please print with black ink)

<b>Name</b>			<b>Phone number</b>		<b>Email address</b>
_____	_____	_____	_____-_____-_____		_____
Last	First	MI	<input type="radio"/> Home	<input type="radio"/> Mobile	
<b>Address</b>					
_____	_____	_____	_____	_____	_____
Street	City	State	Zip	Country	
<b>Social Security number</b>		<b>Date of birth</b>	<b>Gender</b>	<b>Marital status</b>	
_____-_____-_____		____/____/____	<input type="radio"/> Male <input type="radio"/> Female	<input type="radio"/> Single <input type="radio"/> Married	
<b>Expected retirement age</b>	<b>Original date of employment</b>		<b>NOTE:</b> The email address you submit will be used for services provided by Principal Financial Group®, unless otherwise elected. We will not provide your email to third parties. For more information, see your privacy policy at principal.com.		
_____	____/____/____				
If you were rehired, complete these dates:	<b>Date of termination</b>	<b>Date of rehire</b>			
	____/____/____	____/____/____			

**Rollover funds**  **Yes!** Help me roll over retirement savings from a previous employer's retirement plan. Call Principal at 1-800-547-7754, Monday - Friday, 7a.m. - 9 p.m. CT.

Complete if you would like to consolidate retirement savings. Please  **call** or  **email** me to discuss my options. My estimated rollover balance is \$ \_\_\_\_\_.

Complete all 3 Steps **1** **2** **3** to enroll in the retirement savings plan, or to make changes to your contribution percentage.

**1** My contributions<sup>A</sup>

Take advantage of your employer's match! (pick one)

My contributions

- I elect to contribute \_\_\_% (0% to 100%) or \$\_\_\_\_\_ of my current and future pay per pay period as pre-tax contributions and/or elect to contribute \_\_\_% (0% to 100%) or \$\_\_\_\_\_ of my current and future pay per pay period as Roth after-tax elective deferral contributions. I would like to contribute \_\_\_% (0% to 100%) or \$\_\_\_\_\_ of my current and future bonus pay as pre-tax contributions and/or \_\_\_% (0% to 100%) or \$\_\_\_\_\_ of my current and future bonus pay as Roth after-tax elective deferral contributions.
I am already enrolled, but I want to change my contribution to \_\_\_% (0% to 100%) or \$\_\_\_\_\_ of my current and future pay per pay period as pre-tax contributions, and/or change my contribution to \_\_\_% (0% to 100%) or \$\_\_\_\_\_ of my current and future pay per pay period as Roth after-tax elective deferral contributions. I also would like to change my contribution to \_\_\_% (0% to 100%) or \$\_\_\_\_\_ of my current and future bonus pay as pre-tax contributions, and/or change my contribution to \_\_\_% (0% to 100%) or \$\_\_\_\_\_ of my current and future pay per pay period as Roth after-tax elective deferral bonus pay.
I choose not to contribute to the retirement plan at this time.

^ Elective deferral contributions are limited to the lesser of the plan or IRS Limit for the current calendar year.

2 My investment choices

Please elect One of the three choices by checking the box(es) and completing the applicable information for your choice

(If you are already enrolled and want to make changes to how future contributions are directed, visit principal.com or call 1-800-547-7754.)

Choice A: Quick Option — Principal LifeTime Hybrid CITs

I elect a Quick Option — Principal LifeTime Hybrid CITs

I understand contributions will be directed to the plan’s Qualified Default Investment Alternative; one of the Principal LifeTime Hybrid CITs based on the plan’s normal retirement date. I have read the plan’s QDIA notice and enclosed investment information related to this investment. I do not want to make another investment election at this time, and this will be treated as my investment option direction.

Still need help? Log into your account at principal.com for more investment options available to you through your employers retirement plan.

(Please refer to the Investment Option Summary for more information.)

> If you’ve completed this section, move ahead to My signature! 3

1 Principal LifeTime Hybrid CITs are available as another way to use an asset allocation strategy that may be right for you. There are other investment options available under the retirement plan, and you should review them all. Reviewing all investment options can help you decide whether you wish to design your own mix of investment options. Please note that your contribution will be directed to the plan’s QDIA - Principal LifeTime Hybrid CITs based on a particular target date or retirement date. If you would rather choose your own mix of investment options, you may do so by completing the Build My Own Portfolio section of this form or visiting principal.com.

**Choice C: Build my own portfolio**

**I elect the following investment options** (enter percentages below.)  
 (Please refer to the Investment Option Summary for more information.)

**Employee contributions    Employer contributions    Qualified contributions**

**Short-Term Fixed Income**

Fixed Income Guaranteed Option \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

**Fixed Income**

**BlackRock Financial Mgmt, Inc.**

Inflation Protection Separate Account <sup>A</sup> \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

**Mellon/DDJ/Post**

High Income Separate Account <sup>A</sup> \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

**PGIM Investments, LLC**

PGIM Total Return Bond R6 Fund \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

**Balanced/Asset Allocation**

**Capital Research and Mgmt Co**

American Funds American Balanced R6 Fund \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

**Multiple Sub-Advisors**

Principal LifeTime Hybrid Income CIT \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

Principal LifeTime Hybrid 2010 CIT \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

Principal LifeTime Hybrid 2015 CIT \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

Principal LifeTime Hybrid 2020 CIT \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

Principal LifeTime Hybrid 2025 CIT \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

Principal LifeTime Hybrid 2030 CIT \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

Principal LifeTime Hybrid 2035 CIT \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

Principal LifeTime Hybrid 2040 CIT \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

Principal LifeTime Hybrid 2045 CIT \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

Principal LifeTime Hybrid 2050 CIT \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

Principal LifeTime Hybrid 2055 CIT \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

Principal LifeTime Hybrid 2060 CIT \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

Principal LifeTime Hybrid 2065 CIT \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

**Large U.S. Equity**

**Fidelity Management & Research**

Fidelity Advisor New Insights Z Fund \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

**Invesco**

Invesco Growth and Income R6 Fund \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

**Principal Global Investors**

LargeCap S&P 500 Index Separate Account <sup>A</sup> \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

**T. Rowe Price/Brown Advisory**

LargeCap Growth I Separate Account <sup>A</sup> \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

**Small/Mid U.S. Equity**

**Columbus Circle Investors**

MidCap Growth Separate Account <sup>A</sup> \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

**Delaware Management Company**

Delaware Small Cap Value R6 Fund \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

**Janus Henderson**

Janus Henderson Triton N Fund \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

**LA Capital Mgmt/Victory**

MidCap Value I Separate Account <sup>A</sup> \_\_\_\_\_%    \_\_\_\_\_%    \_\_\_\_\_%

My investment choices

Employee contributions	Employer contributions	Qualified contributions
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Principal Global Investors

MidCap S&P 400 Index Separate Account ^	_____ %	_____ %	_____ %
SmallCap S&P 600 Index Separate Account ^	_____ %	_____ %	_____ %

Principal Real Estate Inv

Real Estate Securities Sep Acct ^	_____ %	_____ %	_____ %
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International Equity

Capital Research and Mgmt Co

American Funds Capital World Growth and Income R6 Fund	_____ %	_____ %	_____ %
American Funds New World R6 Fund	_____ %	_____ %	_____ %

Invesco

Invesco Oppenheimer International Growth R6 Fund	_____ %	_____ %	_____ %
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Principal Global Investors

International Equity Index Separate Account ^	_____ %	_____ %	_____ %
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Total of all lines:

<b>100 %</b>	<b>100 %</b>	<b>100 %</b>
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Your investment election will be effective when it is received in the Corporate Center of Principal by the close of market. Forms received after the close of market will be processed on the next open market date. If no investment election is received, or contributions are received prior to your investment election, contributions will be directed according to the plan's default investment alternative(s): Principal LifeTime Hybrid CIT based on your current age and the plan's normal retirement date.

Please log in to principal.com for more details.

> If you've completed this section, move ahead to **My signature!** **3**

**3** My signature

Please sign, then give this completed form to your benefits representative.

This agreement applies to amounts earned until changed by me in writing. I understand my plan sponsor may reduce my contributions only when required to meet certain plan limits. I will review all statements regularly and report any discrepancy to Principal immediately.

Signature

X \_\_\_\_\_

Date

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
/ /

Be sure you have completed all **3 steps** **1** **2** **3**

Return your completed form to your benefits representative.

## Important information

The subject matter in this communication is educational only and provided with the understanding that Principal® is not rendering legal, accounting, or tax advice. You should consult with appropriate counsel or other advisors on all matters pertaining to legal, tax, or accounting obligations and requirements.

- <sup>A</sup> Sub-Advised Investment Options include Separate Accounts available through a group annuity contract with the Principal Life Insurance Company. Insurance products and plan administrative services, if applicable, are provided by Principal Life Insurance Company a member of the Principal Financial Group, Des Moines, IA 50392. See the fact sheet for the full name of the Separate Account. Certain investment options may not be available in all states or U.S. commonwealths. Principal Life Insurance Company reserves the right to defer payments or transfers from Principal Life Separate Accounts as described in the group annuity contracts providing access to the Separate Accounts or as required by applicable law. Such deferment will be based on factors that may include situations such as: unstable or disorderly financial markets; investment conditions which do not allow for orderly investment transactions; or investment, liquidity, and other risks inherent in real estate (such as those associated with general and local economic conditions). If you elect to allocate funds to a Separate Account, you may not be able to immediately withdraw them.

Insurance products and plan administrative services are provided through Principal Life Insurance Co., a member of the Principal Financial Group®, Des Moines, IA 50392. Certain investment options and contract riders may not be available in all states or U.S. commonwealths.

- <sup>1</sup> For your convenience, Principal LifeTime Hybrid Collective Investment Fund (CIT) formerly Principal TrustSM Target Date Funds are available as another way to use an asset allocation strategy that may be right for you. There are other investment options available under the retirement plan, and you should review them all. Reviewing all investment options can help you decide whether you wish to design your own mix of investment options. Please note that your contribution will be directed to the Principal LifeTime Hybrid CIT based on a particular target date or retirement date. If you would rather choose your own mix of investment options, you may do so by completing the Build My Own Portfolio section of this form or visiting [principal.com](http://principal.com).

Information in this enrollment form should not be construed as investment advice.

Your plan sponsor has chosen to make available to you all of the investment options listed on this enrollment form.

This enrollment form content is current as of the production date noted below. If there are any discrepancies between this information and the legal plan document, the legal plan document will govern. If the production date is older than three months or has passed a quarter end, you should contact your plan sponsor or log in to [principal.com](http://principal.com) for current retirement plan and investment option information including a prospectus if applicable. The member companies of the Principal Financial Group® prohibit the manipulation of this enrollment form content. If your plan sponsor elects to provide this enrollment form electronically, Principal® is not responsible for any unauthorized changes.

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