



Vinylmax LLC Profit Sharing 401(k) Plan

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Pension Corporation of America

Partnership with Charles Schwab



Bringing the best of the best providers together to help you as the plan sponsor meet your fiduciary obligation to your employee's by providing them a plan in their best interest



SCHWAB - Custodian/Directed Trustee

- Safe keeping of your retirement plan assets
- Open architecture, wide array investment options
- Industry expertise & best practices equals stability

PCA - Pension Corporation America® – Recordkeeper & Administrator

- Customized plan design & government reporting
- Employee statements, website, enrollment, education
- Customer service
- Fair transparent pricing

Fiduciary Investment Advisor

- Investment selection & performance monitoring
- Risk-based model portfolios
- Fiduciary oversight and advice
- Employee education and enrollment



Own your tomorrow.



The Plan: Features to Know



401(k) Plan Features



PLAN TYPE:

401(k)

PLAN YEAR:

- January 1st to December 31st

ELIGIBILITY REQUIREMENTS:

Employee and Employer Contributions

- 18 years old
- You must have completed 6 months of service
- Automatic enrollment at 1% for all new hires 2024 and beyond

ENTRY DATES:

- Monthly
-

401(k) Plan Features



EMPLOYEE DEFERRALS:

- Participant may elect to defer from their compensation up to the maximum allowed by law (\$23,500 for 2025)
- Employee contributions will be made on a pre-tax basis or Roth after-tax.
- If you have an existing qualified retirement plan (pre-tax) with a prior employer, you may transfer or roll over that account into the Plan upon participation.
- If you are 50 or older and make the maximum allowable deferral to your Plan, you are entitled to contribute an additional “catch-up” contribution. The maximum catch-up contribution is \$7,500 for 50 or older and \$11,250 for participants 60-63 in 2025.

EMPLOYER CONTRIBUTIONS:

- Safe Harbor contribution – Your employer may make safe harbor matching contributions of 100% of your pre-tax contributions up to 3% of your compensation, plus 50% of your pre-tax contributions up to an additional 2% of compensation.

CONTRIBUTION CHANGES:

- You may increase or decrease the amount you contribute per payroll.
- You may stop your contributions at any time.
- You may restart contributions per payroll.
- Future investment choices may be made at any time.

401(k) Plan Features



VESTING:

- Safe Harbor: 100% Immediate

Withdrawals:

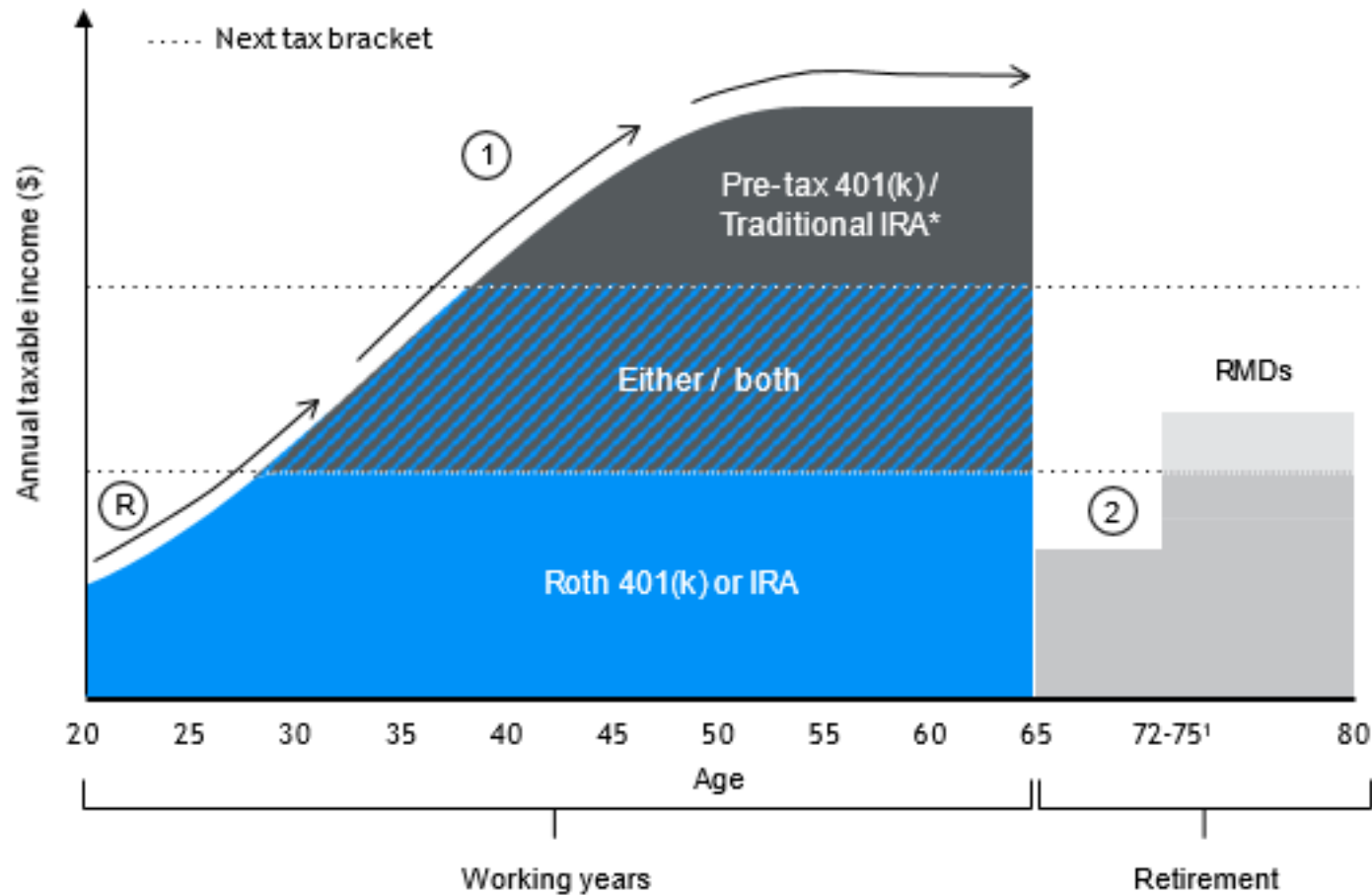
- Age 59 ½ or Older
- Normal Retirement Age
- Termination of Service
- Death
- Financial Hardship

Rollovers:

- You are allowed to roll over money into your account upon hire.

Evaluate a Roth at different life stages

Changes in lifetime taxable income
Hypothetical wage curve



Tax diversification

Managing taxes over a lifetime requires balancing your current and future tax pictures. Make income tax diversification a priority to have more flexibility and control in retirement.

Rule (R): Contributing to a Roth early in your career and shifting as your income increases.

1. Roth 401(k) contributions in peak earning years if wealth is concentrated in tax-deferred accounts.

2. Proactive Roth conversions in lower income retirement years if RMDs¹ are likely to push you into a higher bracket.

*If eligible to make a deductible contribution (based on your MAGI = Modified Adjusted Gross Income).

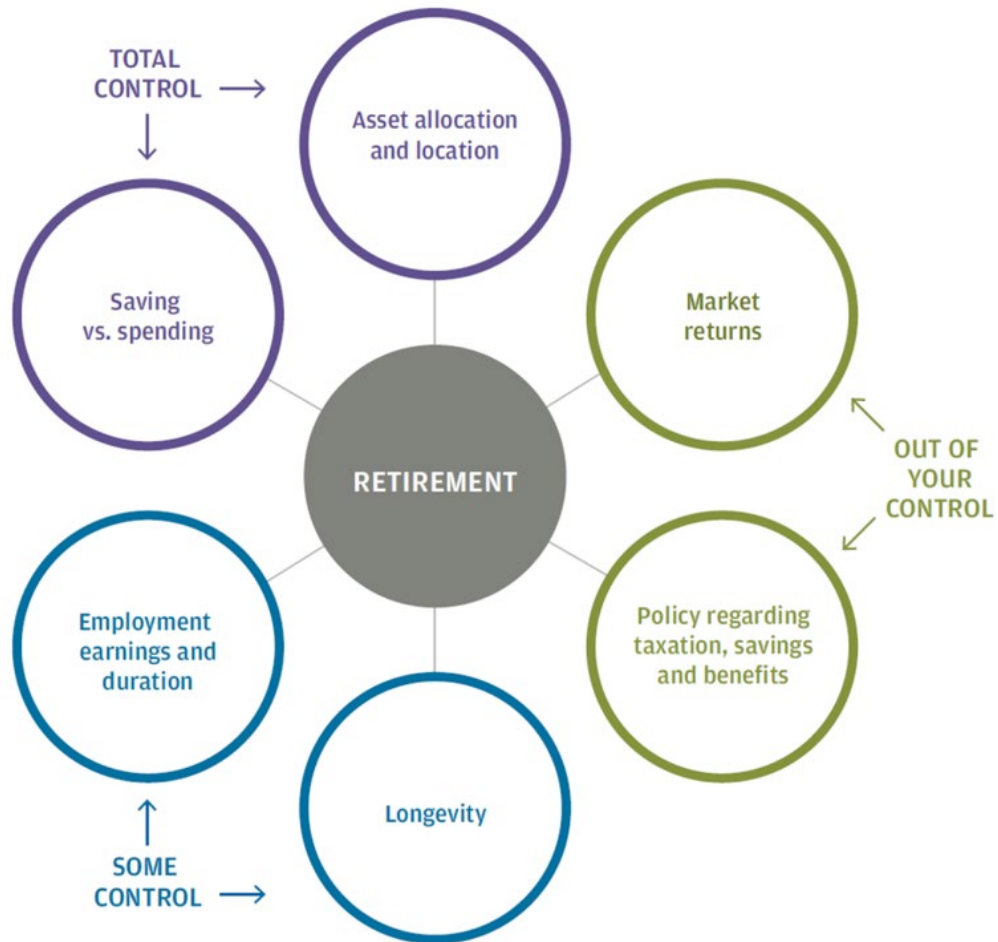
¹SECURE 2.0 increased the starting age for RMD (Required Minimum Distributions) from 72 to 75 over the next 10 years. See slide 11 for more details. The illustration reflects savings options into Traditional and Roth IRA accounts, as well as into pre-tax and Roth 401(k) accounts. RMDs are typically due no later than April 1 following the year the owner turns their distribution age (72-75) and are calculated every year based on the year-end retirement account value and the owner/plan participant's life expectancy using the IRS Uniform or Joint Life Expectancy Table. If the employer contributions are pre-tax, they are subject to tax upon distribution. The above example is for illustrative purposes only. Source: J.P. Morgan Asset Management.

The Effect of Employer Contributions

Vinylmax will make a 100% match on the first 3% you contribute plus 50% on the next 2% you contribute. (In other words, if you contribute 5% **(\$34 per pay period)** of your pay, you will receive 4% **(\$27 per pay period)** in company match.)

Associate	
Annual Income \$35,000	
5% pre-tax employee contribution:	\$1,750.00
4% Safe Harbor match contribution	<u>\$1,400.00</u>
1st year total contributions:	\$3,150.00

The Retirement Equation



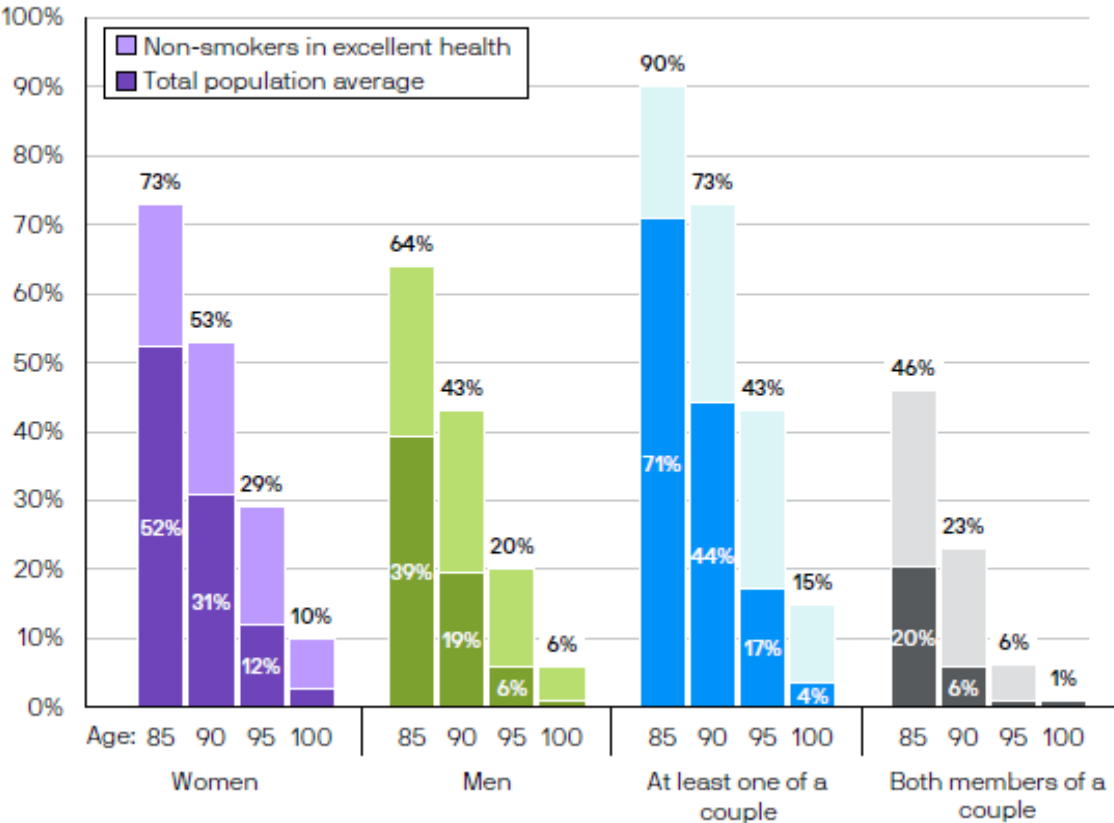
A SOUND RETIREMENT PLAN

Make the most of the things that you can control but be sure to evaluate factors that are somewhat or completely out of your control within your comprehensive retirement plan.

Life Expectancy



If you're age 65 today, the probability of living to a specific age or beyond



PLAN FOR LONGEVITY

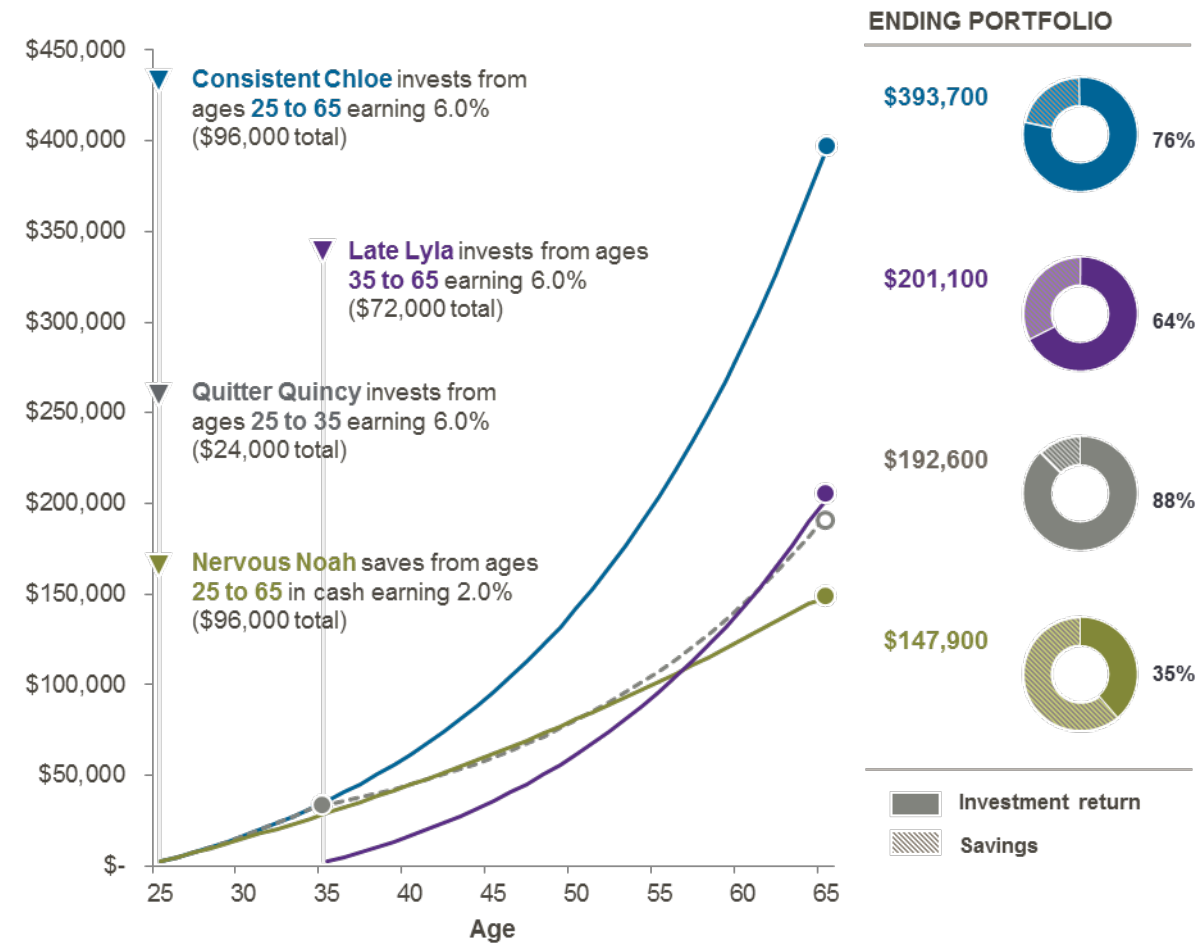
Average life expectancy is a mid-point not an end-point. You may need to plan on the probability of living much longer – perhaps 35 years in retirement – particularly if you are a non-smoker in excellent health. Investing a portion of your portfolio for growth is important to maintain your purchasing power over time.

Source (chart): Social Security Administration, Period Life Table, 2021 (published in the 2024 OASDI Trustees Report); American Academy of Actuaries and Society of Actuaries, Actuaries Longevity Illustrator, <http://www.longevityillustrator.org/> (accessed December 2024), J.P. Morgan Asset Management.

Benefit of Saving & Investing Early



Account growth of \$200 invested/saved monthly



SAVING FUNDAMENTALS

Saving early and often, and investing what you save, are some of the keys to a successful retirement due to the power of compounding over the long term.

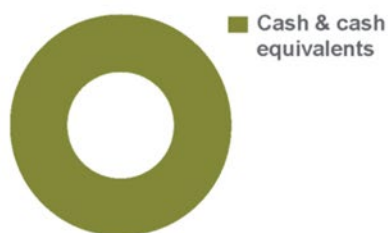
The above example is for illustrative purposes only and not indicative of any investment. Account value in this example assumes a 6.0% annual return and cash assumes a 2.0% annual return. Source: J.P. Morgan Asset Management, Long-Term Capital Market Assumptions. Compounding refers to the process of earning return on principal plus the return that was earned earlier.

Goal Based Wealth Management



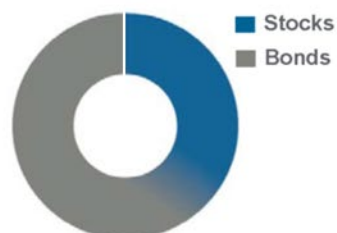
Short-term goals

Includes emergency reserve fund of total spending needs for 3-6 months



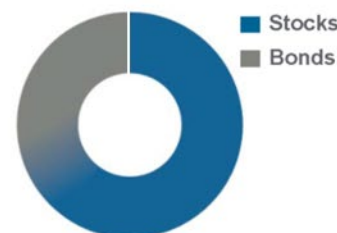
Medium-term goals

5-10 years, e.g. college, home



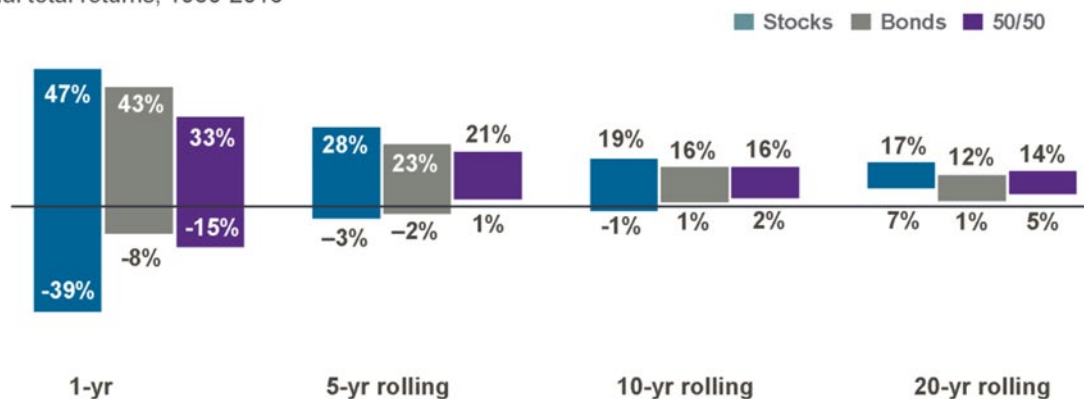
Long-term goals

15+ years, e.g. retirement



Range of stock, bond and blended total returns

Annual total returns, 1950-2016



DIVIDE AND CONQUER

Aligning your investment strategy by goal can help you take different levels of risk based on varying time horizons and make sure you are saving enough to accomplish all of your goals—not just the ones that occur first.

Source (top chart): J.P. Morgan Asset Management.

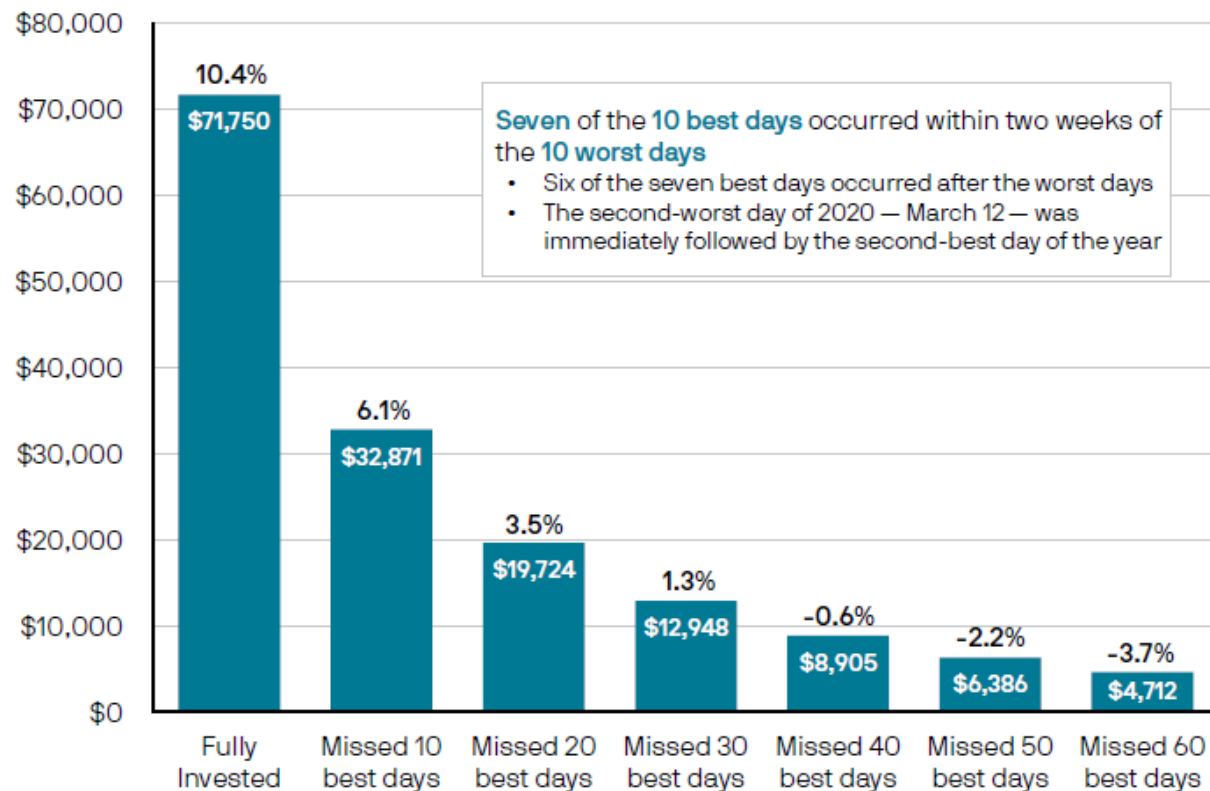
Source (bottom chart): Barclays Capital, FactSet, Federal Reserve, Robert Shiller, Statagis/Ibbotson, J.P. Morgan Asset Management. Returns shown are based on calendar year returns from 1950 to 2016. Stocks represent the S&P 500 Shiller Composite and Bonds represent Statagis/Ibbotson for periods from 1950 to 2010 and Barclays Aggregate thereafter.

Note: Portfolio allocations are hypothetical and are for illustrative purposes only. They were created to illustrate different risk/return profiles and are not meant to represent actual asset allocation.

Impact of Being Out of the Market

Returns of the S&P 500

Performance of a \$10,000 investment between January 3, 2005 and December 31, 2024



Plan to stay invested

Losses hurt more than gains feel good. Market lows can result in emotional decision making.

Taking "control" by selling out of the market after the worst days is likely to result in missing the best days that follow. Investing for the long term in a well-diversified portfolio can result in a better retirement outcome.

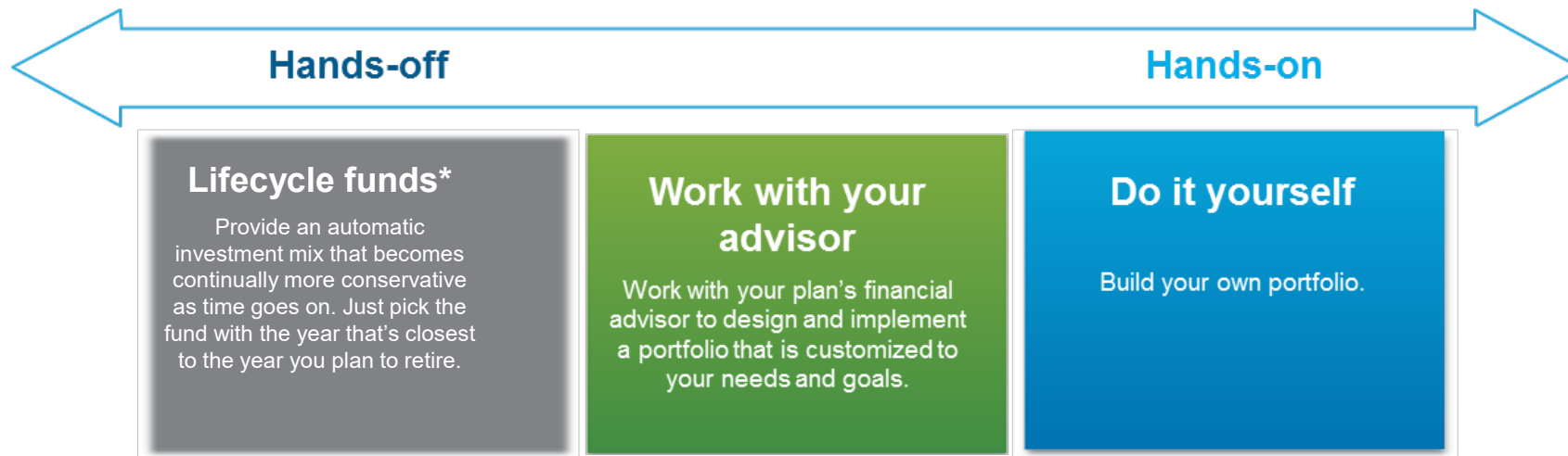
Source: J.P. Morgan Asset Management using data from Bloomberg. Returns are based on the S&P 500 Total Return Index, an unmanaged, capitalization-weighted index that measures the performance of 500 large capitalization domestic stocks representing all major industries. Indices do not include fees or operating expenses and are not available for actual investment. The hypothetical performance calculations are shown for illustrative purposes only and are not meant to be representative of actual results while investing over the time periods shown. The hypothetical performance calculations are shown gross of fees. If fees were included, returns would be lower. Hypothetical performance returns reflect the reinvestment of all dividends. The hypothetical performance results have certain inherent limitations. Unlike an actual performance record, they do not reflect actual trading, liquidity constraints, fees and other costs. Also, since the trades have not actually been executed, the results may have under- or overcompensated for the impact of certain market factors such as lack of liquidity. Simulated trading programs in general are also subject to the fact that they are designed with the benefit of hindsight. Returns will fluctuate and an investment upon redemption may be worth more or less than its original value. Past performance is not indicative of future returns. An individual cannot invest directly in an index. Data as of December 31, 2024.

Investment Approach for Every Investor



Hands-on or hands-off?

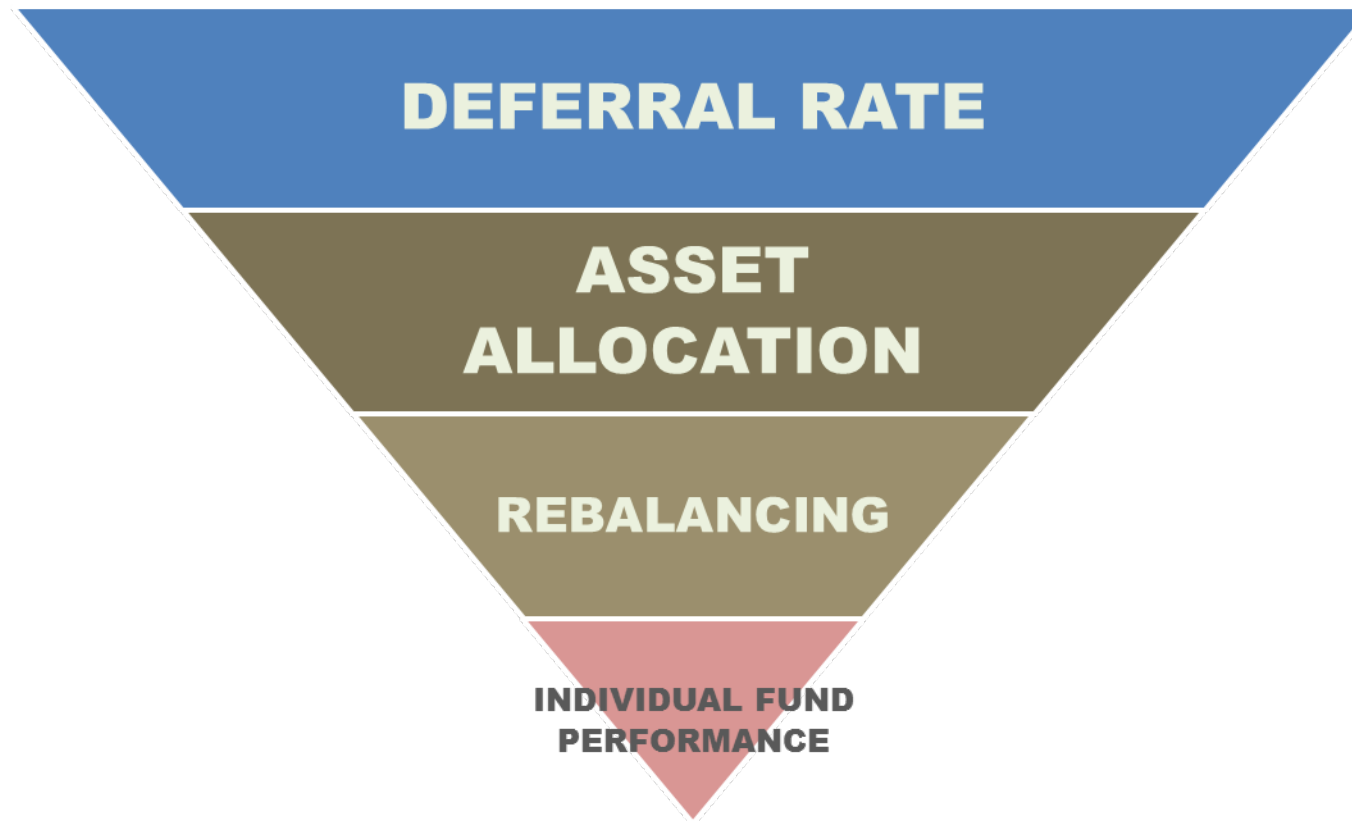
- Do you want to make your own investment decisions?
- Are you comfortable building your own portfolio?
- Do you have the time to actively manage your investments?



*Lifecycle funds are designed for investors expecting to retire around the year indicated in each fund's name. The investment risk of each lifecycle fund changes over time as its asset allocation changes. Lifecycle funds are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

Neither diversification nor asset allocation ensures a profit or guarantees against loss.

Hierarchy of Impact



What types of mutual funds are available?

Although there are thousands of mutual funds available among dozens of different types of investments, in general, they commonly fit into three main asset categories:

1. Cash Equivalents/ Stable Value

- Money Market Funds
- Stable Value (GIC's/BIC's)

2. Fixed Income

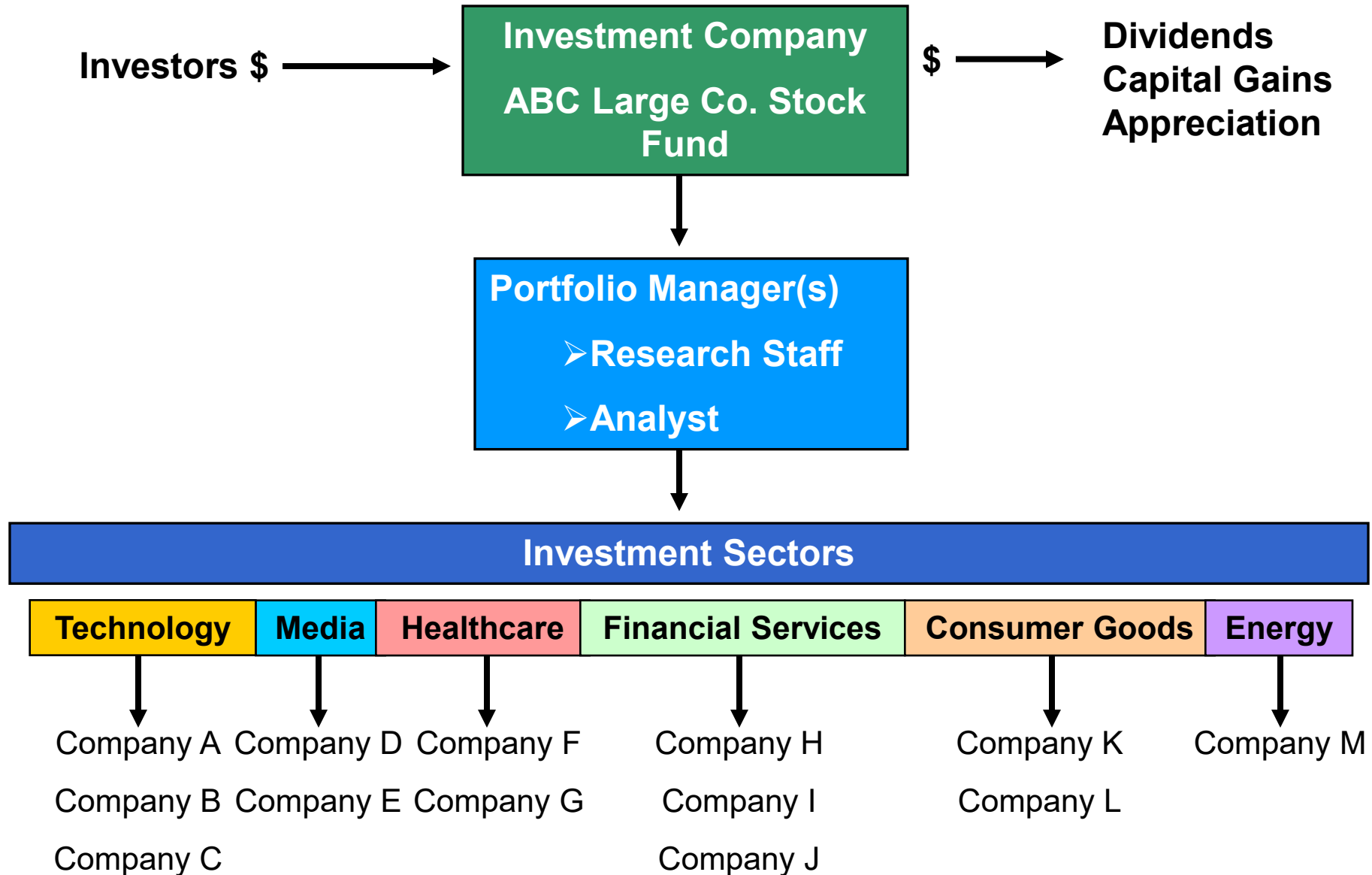
- Government Bond Fund
- Corporate Bond Fund

3. Equities (stocks)

- Large Company Funds
- Mid Company Funds
- Small Company Funds
- Value and Growth Funds
- Index Funds
- International Funds
- Specialty Funds



Mutual Fund Flowchart



PCA's 401(k) Website Resources

Sally Contributor

Good Afternoon, Sally

HOME

MANAGE

VIEW

LEARN

Your Account

Frequently Asked Questions

Here's an overview

Account summary

Current balance is

\$20,741.67

 Vested balance is \$20,741.67

YTD Savings: **\$0.00** >

Savings Rate: **8.00%** >

YTD Return: **-0.58%** >

Are you saving enough?



You may have **\$1,731/mo**
You may be short **\$2,063/mo**
Your goal is **\$3,794/mo**

[Make adjustments](#)

YOUR PORTFOLIO

30.13%

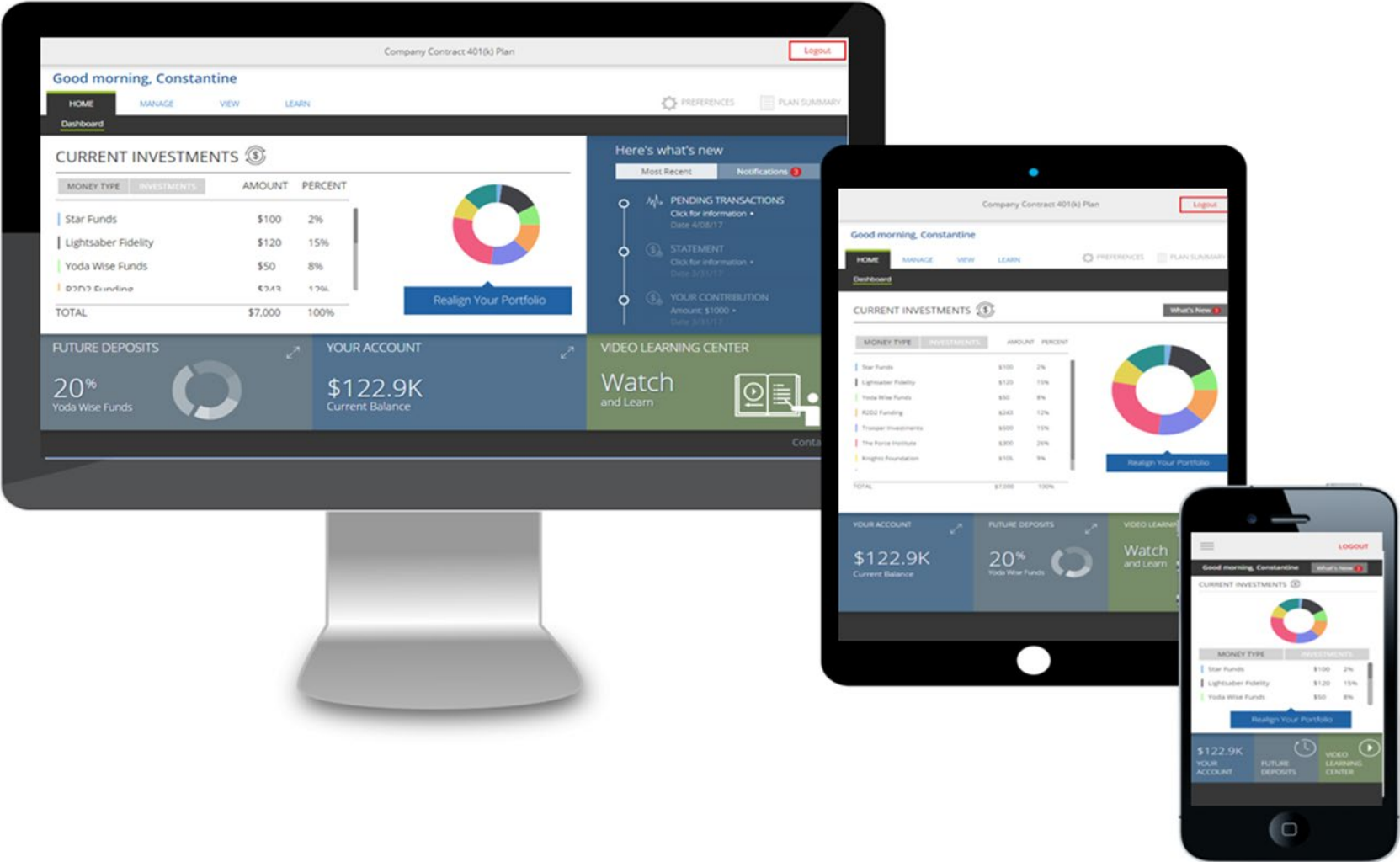


INVESTMENT ELECTIONS

25.00%



Participant Web Experience





Questions?



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