



Announcing important changes to the AAA Carolinas Savings & Retirement Plan

AAA Carolinas is updating the vesting schedule for the AAA Carolinas Savings & Retirement Plan effective January 1, 2019. Employer matching contributions made after January 1, 2019 will be subject to a 2-year cliff vesting schedule. Employer matching contributions made prior to January 1, 2019 will continue to be subject to the current 5-year graded vesting schedule.

When do I become vested in my account?

Vesting refers to your "ownership" of a benefit from your plan. You are always 100% vested in the money you contribute to the plan and the earnings on that money.

You will be vested in your employer's matching contributions made after January 1, 2019, according to the following schedule:

Years of service	Vested amount
Less than 1 year	0%
1 year	0%
2 years	100%
3 years	100%
4 years	100%
5 years	100%

Learn more today!

Please refer to your plan documents for more information about the specifics of your plan. Retirement service representatives are available to help you Monday through Friday, 7:00 a.m. to 11:00 p.m. Eastern Time, by calling the Retirement Service Center at **1-800-SAVE-123 (1-800-728-3123)**.

The information contained herein has been provided by your plan sponsor, is for educational purposes only, and does not constitute investment, financial, tax or legal advice. Please contact an investment, financial, tax, or legal advisor regarding your specific situation.

This communication is intended to summarize some of the benefits and requirements of the plan(s). It is not intended to provide a full description of all of the plans, programs, and policies, terms of eligibility, or restrictions. All statements made in this communication are subject to the terms of the official plan, program, and policy documents. In the event of a conflict between the official documents and this communication, the official plan documents are controlling. The Plan Sponsor reserves the right to amend, modify, or terminate each of its employer-sponsored plans, programs, and policies at any time, in whole or part, without notice for any reason.

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