

# 401(k) Plan Details

## Vendor Details

<b>Vendor</b>	Charles Schwab
<b>Vendor Website</b>	<a href="http://www.workplace.schwab.com">http://www.workplace.schwab.com</a>
<b>Vendor Mobile App</b>	Schwab Workplace Retirement
<b>Participant Help</b>	800-724-7526

## Eligibility Details

<b>When am I eligible?</b>	After completing 3 months of service
<b>When can I enter?</b>	Immediately after completing the service requirement.
<b>Will I be auto enrolled?</b>	Yes! At 5% with an automatic increase of 2% per year up to 15%. Or manage on your own.

## Contribution Details

<b>How much can I save in 2025?</b>	Up to the IRS annual contribution limits: \$23.5k via pre-tax/Roth, up to \$70k total (incl. pre-tax, Roth, after-tax & match). Age 50+ gets an extra \$7.5k catch-up, and ages 60-63 get a \$11,250 special catch-up.
<b>What sources are offered?</b>	Pre-tax, Roth, and After-tax
<b>Is there a company contribution?</b>	Yes! Pixar matches you \$1 for \$1 up to \$2,000.
<b>How soon does it vest?</b>	Any money you contribute or receive from Pixar, is 100% vested immediately.
<b>How frequently can I change my contribution rate?</b>	Any time. Typically, any changes to your contribution rate will take ~1 – 2 pay periods to reflect.
<b>How do I calculate my savings rate (%)?</b>	Take the total amount you want to save and divide by your salary. The result is the % you will enter in Schwab.

## Other Important Details

<b>When can I access this money?</b>	You can access your money, penalty free, at age 59.5+.
<b>Can I borrow from my account?</b>	Yes. You can take a loan up to ½ your account balance, or \$50k, whichever is less.
<b>Can I rollover my old accounts?</b>	Yes! Any qualified retirement plan can be rolled into our plan.
<b>What is the default investment option?</b>	The T. Rowe Price Retirement series. Our plan also offers a mix of low-cost index funds as well as actively managed funds.
<b>Are there fees?</b>	Pixar pays all administrative fees for active employees. You pay the investment related fees and any participant transaction costs, e.g., loans, withdrawals, etc.