

401(k) Plan Details

Vendor Details

Vendor	Charles Schwab
Vendor Website	http://www.workplace.schwab.com
Vendor Mobile App	Schwab Workplace Retirement
Participant Help	800-724-7526

Eligibility Details

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

Contribution Details

How much can I save in 2025?	Up to the IRS annual contribution limits: \$24.5k via pre-tax/Roth, up to \$72k total (incl. pre-tax, Roth, after-tax & match). Age 50+ gets an extra \$8k catch-up, and ages 60-63 get a \$11,250 special catch-up.
What sources are offered?	Pre-tax, Roth, and After-tax
Is there a company contribution?	Yes! Pixar matches you \$1 for \$1 up to \$2,000.
How soon does it vest?	Any money you contribute or receive from Pixar, is 100% vested immediately.
How frequently can I change my contribution rate?	Any time. Typically, any changes to your contribution rate will take ~1 – 2 pay periods to reflect.
How do I calculate my savings rate (%)?	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

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