

# The Weis Markets, Inc. Retirement Savings Plan Enrollment Guide

*Young people and retirement savings... Time is on your side*

Invest some of what you earn today for what you plan to accomplish tomorrow.

## Welcome

This enrollment guide provides a great opportunity to learn about and join the Weis Markets Retirement Savings Plan [the 401(k) Plan] – a valuable benefit provided by your employer.

Participating in the 401(k) Plan is easy, and it's one of the best ways to prepare for your future. This guide will show you how. Use this booklet to take your first steps on the path to Retirement Readiness.

Here are some benefits why you should participate in the 401(k) Plan:

**Convenience.** Your contributions are automatically deducted regularly from your paycheck.

**Tax savings now.** Your before-tax contributions are deducted from your pay before income taxes are taken out. This means that you can actually lower the amount of current income taxes you pay each pay period. It could mean more money in your take-home pay versus savings money in a taxable account.

**Tax-deferred savings opportunities.** You pay no taxes on any before-tax contributions or earnings until you withdraw them from your account, enabling you to keep more of your money working for you now.

**Portability.** You can roll over eligible savings from a previous employer's Plan into this 401(k) Plan. You can also take your vested account balance with you if you leave the company.

**Investment options.** You have the flexibility to select from investment options that range from conservative to aggressive, making it easy for you to develop a well-diversified investment portfolio.

**Online beneficiary.** With Voya's Online Beneficiary Service, you can designate your beneficiaries, receive instant online confirmation, and check your beneficiary information virtually any time.

To learn more about what the 401(k) Plan offers, see "Frequently asked questions about your Plan" on page 7.

Turn the page, and take the first step toward a brighter future.

Make your elections through the 401(k) Plan website at [weisretirement.voya.com](http://weisretirement.voya.com) or call **833-WEIS-MKT (833-934-7658)**. It only takes a few minutes.

**weis**

**VOYA**  
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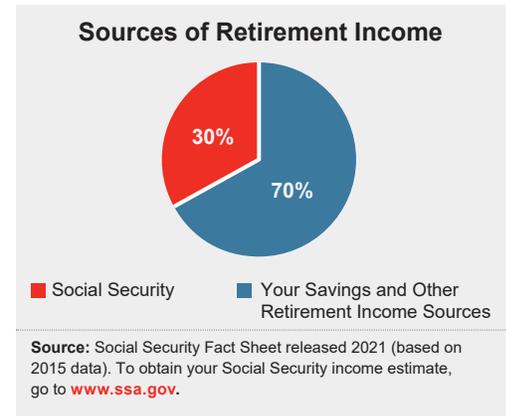
# There are many reasons why you should start saving today!

Here are four ... just for starters.

## REASON 1: YOUR FUTURE IS IN YOUR HANDS.

The truth is we all have to take responsibility for our future.

And that includes making sure we have the income we'll need in retirement. Today, Social Security is estimated to provide about 30% of your retirement paycheck, the rest will be up to you through personal savings and other retirement income sources – including Individual Retirement Accounts (IRAs) and employer-provided plans like the **Weis Markets, Inc. Retirement Savings Plan**. By contributing to your 401(k) Plan now, you'll be taking a great step toward building your savings for tomorrow.



## REASON 2: GIVE YOURSELF A TAX BREAK.

Every dollar you save before-tax reduces your current taxable income by a dollar.

If you contribute to your **Weis Markets, Inc. Retirement Savings Plan** on a before-tax basis (that is, before taxes are taken out of your paycheck), every dollar you save reduces your current taxable income by a dollar. This means you end up paying less in taxes today. It's almost like you're saving for your future at a discount. You pay taxes on your savings and earnings at withdrawal.

You also have the option of making Roth 401(k) after-tax contributions, which are deposited to your account after being taxed. With Roth 401(k) after-tax contributions, you pay no additional taxes ever – even at withdrawal.<sup>1</sup>

For more information on the Roth 401(k) after-tax contribution option, visit [voyadelivers.com/Roth](http://voyadelivers.com/Roth).

**Reduce Your Taxable Income Today**

	After-tax	Before-tax
Annual pay	\$40,000	\$40,000
Before-tax contribution (6%)	N/A	-2,400
Income subject to tax	40,000	37,600
Federal taxes*	-10,000	-9,400
Net income	30,000	28,200
After-tax contributions (6%)	-2,400	N/A
<b>Spendable income</b>	<b>\$27,600</b>	<b>\$28,200</b>

\* Based on hypothetical \$40,000 annual salary. For illustration purposes only. Assumes a flat 25% tax bracket without the standard deduction. Does not include state and local taxes. Systematic investing does not ensure a profit nor guarantee against loss. Investors should consider their financial ability to continue their purchases in up as well as down markets. Taxes are generally due upon withdrawal of tax-deferred assets and early withdrawal penalties may apply to withdrawals taken prior to age 59½.

<sup>1</sup> For Roth 401(k) after-tax earnings to be eligible for tax-free withdrawals, your initial Roth 401(k) deposit must have been in your account for at least five years and you must be at least age 59½ (or in the event of your disability or your death).



**REASON 3: THE SOONER YOU START, THE MORE YOU COULD HAVE.**

**Starting right now can make a huge difference.**

Why? Because the longer you save, the more time your savings have to grow and earn returns that go back into your account where they can earn more returns. It's called compounding.

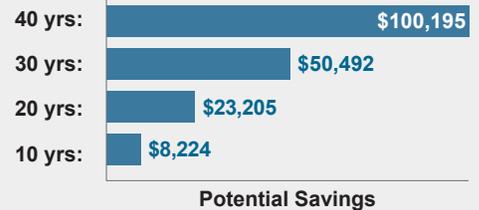
And with the 401(k) Plan, your before-tax savings, grow tax-deferred until withdrawal. Roth 401(k) after-tax contributions and their eligible earnings are tax-free at withdrawal.<sup>1</sup>

**REASON 4: IT'S YOUR MONEY.**

**Vesting is a term for ownership of your account balance.**

You're always 100% vested in your contributions and related earnings.

**See what happens if you start saving \$50 a month. The sooner you start, the more your savings can grow:**



**How did we come up with these numbers?**  
 These numbers are based on an annual salary of \$10,000 and saving \$50 a month, with a 6% rate of return compounded monthly. This example is for illustrative purposes only and is not intended to be investment advice or a prediction of future results.

## About Voya Financial®

Voya Financial (NYSE: VOYA) is a premier retirement, investment and insurance company servicing the financial needs of millions of individual and institutional customers throughout the United States. Voya Institutional Plan Services, LLC (VIPS), a member of the Voya® family of companies, is the Plan's recordkeeper. VIPS provides you with Plan information, saving and investing education, transaction processing and more on your journey to retirement.

# Investment options

## Target Date Funds

### What are Target Date Funds?

Target Date Funds are designed to simplify your investment decisions by providing an age-appropriate investment option. The year in the fund name refers to the approximate year when you expect to retire. You select a single Target Date Fund with the date closest to your planned retirement date (generally age 65).

Each Target Date Fund starts out with more assets in growth-oriented investments, such as stocks, when the target retirement date is far away and there is time to ride out the short-term ups and downs, in order to increase your likelihood of generating better long-term returns. Then, a Target Retirement Fund gradually shifts its asset allocation over time to invest in more conservative investments, such as bonds and stable value, that provide more stability as the target year approaches. The Target Retirement Funds are made up of a diversified portfolio of Vanguard funds.

An investment in the Target Retirement Fund is not guaranteed at any time, including on or after the target date.

The table shows which Target Date Fund corresponds to your year of birth.

Year of Birth	Target Date Funds
1952 or before	Vanguard® Target Retirement Income Trust II CIT
1953-1957	Vanguard® Target Retirement 2020 Trust II CIT
1958-1962	Vanguard® Target Retirement 2025 Trust II CIT
1963-1967	Vanguard® Target Retirement 2030 Trust II CIT
1968-1972	Vanguard® Target Retirement 2035 Trust II CIT
1973-1977	Vanguard® Target Retirement 2040 Trust II CIT
1978-1982	Vanguard® Target Retirement 2045 Trust II CIT
1983-1987	Vanguard® Target Retirement 2050 Trust II CIT
1988-1992	Vanguard® Target Retirement 2055 Trust II CIT
1993-1997	Vanguard® Target Retirement 2060 Trust II CIT
1998-2002	Vanguard® Target Retirement 2065 Trust II CIT
After 2002	Vanguard® Target Retirement 2070 Trust II CIT

Target Retirement Funds target a certain date range for retirement, or the date the investor plans to start withdrawing money. Investors can select the fund that corresponds to their target date. They are designed to rebalance to a more conservative approach as the date nears.



### Core Funds

You can also choose from a variety of active and passive investments in the Plan's core fund lineup to create your own personalized portfolio.

#### Stability of Principal

New York Life Insurance Company Anchor Account

#### Bonds

Vanguard® Total Bond Market Index Fund

FIAM Core Plus Commingled Pool

#### Large Cap Value/Blend

Vanguard® Institutional Index Fund

Columbia Trust Dividend Income Fund

#### Large Cap Growth

JPMorgan Large Cap Growth Fund

#### Small/Mid/Specialty

Vanguard® Mid-Cap Index Fund

Vanguard® Small-Cap Index Fund

Allspring Special Mid Cap Value Fund

MFS Mid Cap Growth CIT

MFS® New Discovery Value Fund

Loomis Sayles Small Cap Growth Fund

#### Global/International

Vanguard® International Stock Index Fund

MFS® International Diversification Fund

# Need help? The Plan offers professional 401(k) advice for every level of investor

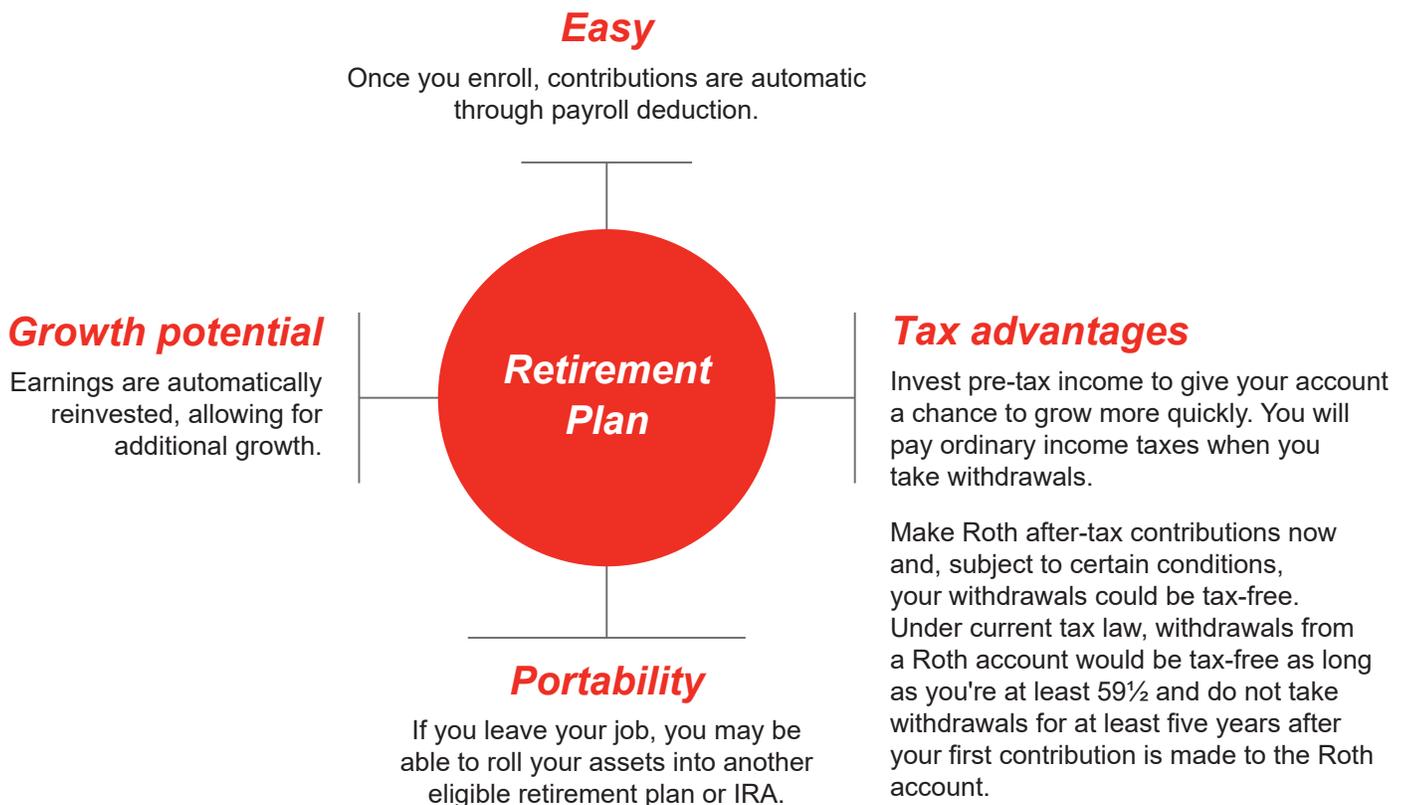
You can receive professional 401(k) investment advice, offered through Voya Retirement Advisors (VRA), powered by Edelman Financial Engines®. VRA offers personalized, professional and objective investment advice through two levels of service:

- Online advice (at no additional cost)
- Professional management (for a fee)

Learn more by logging on to [weisretirement.voya.com](https://www.weisretirement.voya.com) or by calling **833-WEIS-MKT (833-934-7658)**, weekdays, from 8 a.m. to 8 p.m., ET, (excluding stock market holidays) and asking to speak to a Voya Investment Advisor Representative.

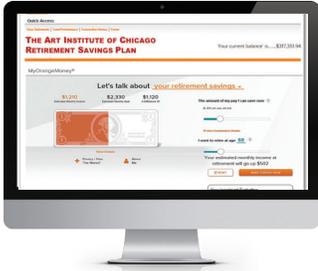
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## What are the benefits of participating in the Plan?



# Retirement Readiness Tools and Resources

Check out these great tools and resources offered by Voya Financial:

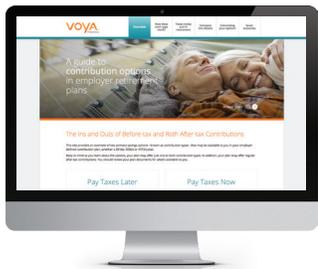


## myOrangeMoney<sup>®2</sup> web experience

myOrangeMoney is an educational, interactive online experience that shows you how your current retirement savings may translate into monthly retirement income. It shows you where you stand today, highlights areas that need improvement, and lets you take immediate action to improve your readiness. Orange Money is the money you need to save for retirement, versus green money, which can be spent now. This back-to-basics approach helps you see the steps you need to follow to take control of your financial future.

People with special needs and their caregivers can also use myOrangeMoney to visualize their retirement goals and progress. myOrangeMoney will take your unique circumstances into account with eligibility for government programs, such as:

- Supplemental Security Income (SSI)
- Social Security Disability Insurance (SSDI)



## Roth microsite

The Roth microsite provides saver scenarios and a comparison guide so you can learn more about before-tax and Roth after-tax contributions. Visit [voyadelivers.com/Roth](http://voyadelivers.com/Roth) for more information.



## Financial Wellness<sup>2</sup> experience

Financial Wellness is about the balance of living for today, saving for tomorrow and building confidence along the way. There are small steps you can take to understand your complete financial situation. To help guide you, Voya is proud to bring you the Financial Wellness experience. Take your personal assessment at [voyadelivers.com/fw/](http://voyadelivers.com/fw/) to gain insights that will help you take meaningful actions for your financial future.

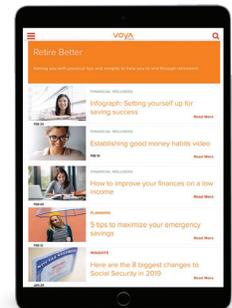


## Voya Retire mobile app

The **Voya Retire** mobile app is a fast and easy way to access your retirement account, manage your savings and evaluate whether you're on track toward reaching your goals — on the go!

## Voya Financial blog for savings and investing

Check out the Voya Financial blog for the latest information to help you with your goal of saving and planning for retirement. Visit [blog.voya.com](http://blog.voya.com) to find out more.



<sup>2</sup> IMPORTANT: The illustrations or other information generated by the calculators are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. This information does not serve, either directly or indirectly, as legal, financial or tax advice and you should always consult a qualified professional legal, financial and/or tax advisor when making decisions related to your individual tax situation.

# Frequently asked questions about your Plan

## Why should I enroll in the 401(k) Plan?

You will probably need more retirement income than Social Security can provide. Contributing regularly can help you accumulate additional savings to retire on your terms.

## How much can I contribute?

Through automatic payroll deduction, you may contribute a fractional percent up to 50% of your eligible pay on a before-tax, Roth 401(k) after-tax basis or in combination of both subject to IRS limits. You can sign up by logging in to [weisretirement.voya.com](https://weisretirement.voya.com) and clicking *Manage Contributions under Contributions & Savings* or by calling a Voya Customer Service Associate at **833-WEIS-MKT (833-934-7658)**. You can change your contribution rate at any time – rate changes will be effective as soon as administratively feasible.

## Does the Plan offer an Automatic Rate Escalator?

Yes! You can choose to use the Automatic Rate Escalator to select regularly scheduled increases to both your before-tax and Roth 401(k) after-tax contribution rates. You have the choice to pick the percentage of increase, set your maximum contribution rate, initial increase date and the frequency of subsequent increases. The frequency options are one-time, quarterly, semi-annually or annually. Subsequently, if you change your contribution rate, it will cancel your rate escalator election.

## Can I contribute a different amount for irregular pay (i.e., bonus pay)?

Yes. You will have a separate election to contribute a whole percent up to 100% of your bonus pay on a before-tax, Roth 401(k) after-tax basis or in combination of both subject to IRS limits.

## How would I go about enrolling or changing my regular or irregular pay (i.e., bonus) contributions?

You can enroll or change your 401(k) Plan contribution elections at any time by logging on to [weisretirement.voya.com](https://weisretirement.voya.com) or by calling Voya Financial at **833-WEIS-MKT (833-934-7658)**. The deferral will be effective as soon as administratively feasible.

## How do I designate my beneficiary?

Voya's online process is convenient and straightforward and takes only a few minutes to complete. Simply log in to [weisretirement.voya.com](https://weisretirement.voya.com), select **your name** in the top right hand corner of your retirement account web page and choose **Personal Information** to update your beneficiary. If you have any questions, call a Voya Customer Service Associate at **833-WEIS-MKT (833-934-7658)**.

## What are my investment options?

To help you meet your investment goals, the 401(k) Plan offers you a range of options from Target Retirement Funds to a mix of Core Funds (see page 5). If you want a "hands-off" approach, choose a Target Retirement Fund. Or pick your investments from a mix of the Core Funds that best suit your goals, time horizon, and risk tolerance. A complete description of the 401(k) Plan's investment options and their performance, as well as Planning tools to help you choose an appropriate mix, are available on the Plan's website at [weisretirement.voya.com](https://weisretirement.voya.com).

## What is vesting?

To be vested is to own, in full, the money in your account. You're always 100% vested in your own contributions and any investment earnings on those contributions.

## How do I access my account?

You can access your account online through Voya at [weisretirement.voya.com](https://weisretirement.voya.com) or call a Voya Customer Service Associate at **833-WEIS-MKT (833-934-7658)** weekdays from 8 a.m. to 8 p.m., Eastern Time (ET), excluding stock market holidays.

## Account access:

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## Customer Service Associates:

- Customer Service Associates are available weekdays from 8 a.m. to 8 p.m., ET, excluding stock market holidays.

## Transaction processing:

- Transactions made before 4 p.m., ET, will be processed the same business day.
- Transactions made after 4 p.m., ET, will be processed the next business day.
- You may cancel a transaction before 4 p.m., ET, on the same business day the transaction is scheduled to take place.

## 401(k) Plan Information:

Review the online enrollment brochure at [weisretirement.voya.com](https://weisretirement.voya.com) for details on the 401(k) Plan Features and investment options.

## Voya's S.A.F.E.® Guarantee

Voya is committed to safeguarding your plan accounts and personal information from the risk of fraud, cyber threats and unauthorized activity – so much so, we established the Voya S.A.F.E. (Secure Accounts for Everyone) Guarantee.

### What does the S.A.F.E. Guarantee mean?

If any assets are taken from your workplace retirement plan account due to unauthorized activity and through no fault of your own, we will restore the value of your account, subject to you taking action to satisfy the following key steps:

1. Register your account online.
2. Review your account information on a regular basis and keep your contact information current.
3. Enroll in Voya Voiceprint, Voya's voice biometrics program.
4. Promptly report any suspected identity theft or unauthorized activity.
5. Practice safe computing habits

To learn more about Voya's S.A.F.E.® Guarantee, visit [www.voya.com/articles/safe-guarantee](https://www.voya.com/articles/safe-guarantee).



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**Weis Markets, Inc. Retirement Savings Plan**

**[Weisretirement.voya.com](https://weisretirement.voya.com)**

**833-WEIS-MKT (833-934-7658)**

This brochure is a brief, non-technical description of certain provisions of the Plan. It is not intended to be a complete statement of Plan provisions. If a description in this brochure differs from the Plan documents, the Plan documents prevail. For additional information regarding the Plan, please refer to the Summary Plan Description (SPD).

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