



Contribution Accelerator

Questions & Answers

Q: *What is Contribution Accelerator?*

A: Contribution Accelerator is an optional feature of the Teamster-UPS National 401(k) Tax Deferred Savings Plan that is designed to help you save more for retirement by automatically increasing your contribution rate each year.

Q: *Why should I use Contribution Accelerator?*

A: Contribution Accelerator is an easy way to gradually increase your retirement savings in measured, manageable steps. The small increases in your savings are designed to make a minimal dent in your paycheck today but have a powerful long-term impact on your retirement savings.

Q: *How does Contribution Accelerator work?*

A: Once you sign up for Contribution Accelerator, your contribution to the Plan will automatically increase by 1% each year, up to a maximum of 10%. If you would like to save more than 10%, you may change your deferral percentage at any time.

Q: *When will my contribution rate increase?*

A: Your annual increases will become effective at the same time each year. Having these automatic increases occur at the same time each year helps you plan for them. If you expect a pay increase each year, you may want to have your annual contribution increases take effect at the same time.

Q: *Will I be notified when the increase occurs?*

A: Yes, you will receive written notification that the increase has occurred.

Q: *How do I sign up or change my elections?*

A: You can choose to participate in this feature by using your account management tools. To elect Contribution Accelerator or to make changes online, go to teamsterups401kplan.com and select *Change Deferrals*. The contribution accelerator page is the second page in the *Change Deferrals* section. You may also elect the feature by calling the Plan's Information Line at **800-537-0189**.

Q: *Can I stop using the feature when I want?*

A: Yes, you can always opt out of the feature. You can do so by going to teamsterups401kplan.com or by calling the Information Line at **800-537-0189**.

Q: *My plan is set up so that I "automatically" benefit from this feature. What does this mean?*

A: If you were automatically enrolled in the Plan, you were automatically enrolled in Contribution Accelerator. This means you are automatically using the feature unless you decide to opt out sometime in the future. If you do nothing, your contributions will increase by 1%, once a year, up to a maximum of 10%.

Teamster-UPS National 401(k) Tax Deferred Savings Plan

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Q: Can I change the amount of the automatic increase?

A: Yes, you can change the amount of your increase to anything you want, within Plan rules and IRS limitations.

Q: I think my contribution amount was recently increased due to the Contribution Accelerator. Can I change my contribution amount back?

A: You can change your contribution amount at any time, and you can deselect participation in Contribution Accelerator simply by using your account tools.

Q: What happens when I reach the Plan's Contribution Accelerator limit of 10%?

A: The system is set up such that the increases will simply stop occurring once you are at 10%, the maximum level for the Plan.

Q: What if I want to save more than 10%?

A: You may change your contribution percentage at any time by logging in to your account at teamsterups401kplan.com or by calling **800-537-0189**. You may save up to 35% of your pay on a pre-tax basis (up to the IRS maximum).

Q: When can I change my contribution percentage?

A: You may change your contribution percentage at any time by using your account tools.

FINANCIAL SAFETY TIP:

Steady increases to your contributions can potentially have a large impact on your retirement savings.



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