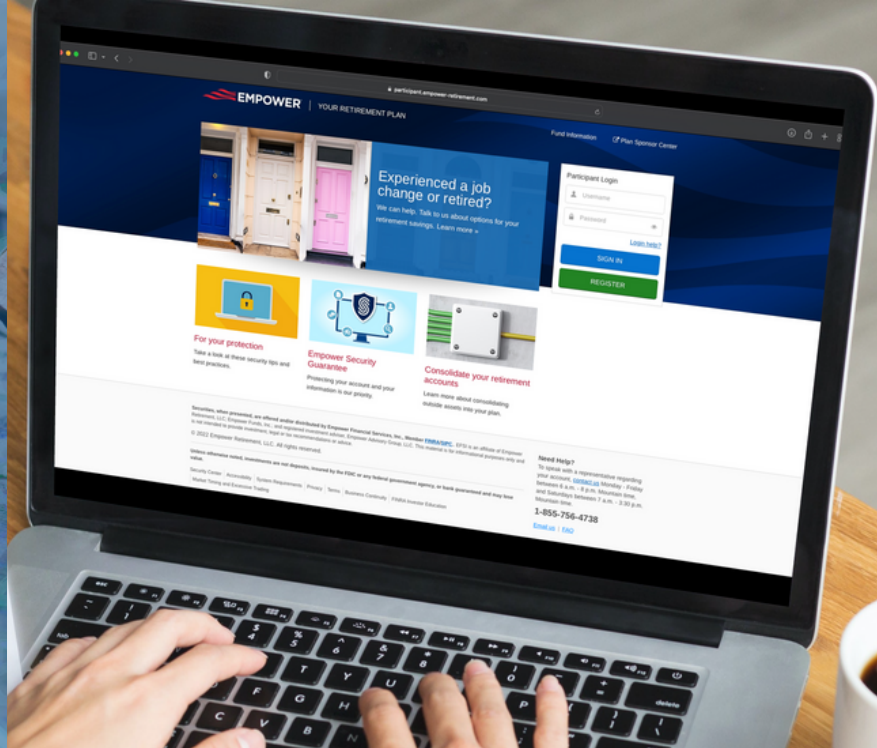


401K RETIREMENT PLAN

Plan Highlights

- Pre- or post-tax dollars, depending on the election of a traditional 401(k) or Roth 401(k) plan according to your financial needs and goals
- Loans
- Hardship distributions (strict restrictions apply)
- Toll free number to change your funds daily
- Financial advisors to help you understand the plan
- Rollover to another qualified plan
- Stop contributions at any time
- Change your contribution deduction quarterly



BOYNE RESORTS
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855-756-4738



Welcome

In order to assist team members to plan for their future, all team members who meet the following criteria are eligible to participate in the Boyne 401(k) or Roth 401(k) retirement plans. New and returning team members are considered eligible participants effective their employment date.

To be eligible you must meet all the following requirements:

1. Be at least 21 years old
2. Be a FTYR, FTVH, FTS, or PT Team Member

Go online, use the app, or call Empower Retirement to review your Retirement Plan Profile and set up or make updates to your payroll contributions. For additional assistance, contact Human Resources.



401k Contributions

You may only contribute to the Plan by payroll deduction and/or direct rollover from a prior plan. Previous team members can make contributions immediately upon rehire. New team members may make contributions starting as soon as their second payroll cycle. Once you are contributing to the plan, you may update your deferral options anytime. Contributions are subject to IRS contribution limits which may change annually.



Company Matching Contribution Rate

Eligible team members will receive a dollar for dollar company match of their 401k contributions up to a total of 5% of their annual compensation. For example, if a team member earns \$50,000 in a year, the company would match up to \$2,500.

Note: Payment of the company match each year is subject to the attainment of minimum annual financial goals.



Company Match Eligibility Guideline

Team members who work at least 1,000 hours in a calendar year will be eligible for the annual company matching contribution. The company match is typically paid in May or June each year based upon the previous calendar year.