



Dear Participant:

Starting January 1, 2018, your 401(k) plan will incorporate a True Up matching contribution for 401(k) employee contributions, or deferrals, for anyone who might have missed out on the full employer matching contribution due maximizing the annual IRS limit before the end of the year.

In example one, John earns a \$10,000/month salary, and therefore, he contributes 15% or \$1,500/month to his 401(k) plan. This allows John to contribute his maximum 402(g)* limit for 2017 of \$18,000 by year-end. He will get a 100% match on the first 1.5% of pay each month, equaling a \$150/month company match. At the end of the year John will have contributed \$18,000 into his 401(k) and received a total of \$1,800 in company match.

In example two, Jane earns a \$10,000/month salary, and therefore, she contributes 30% or \$3,000/month to her 401(k) plan. This allows Jane to contribute her maximum 402(g) limit of 2017 of \$18,000 by the sixth month of the year. In this example, she will receive 100% on the first 1.50% of pay, or \$150/month for first six months. After that, she will no longer be allowed to contribute to the 401(k) plan or receive a company match. Based on this example, at the end of the year Jane will have contributed \$18,000 and received only a \$900 company match instead of the maximum match of \$18,000 as above. When she maxes out her 401(k) early by mid-year, she only receives the company match on the deferrals she makes for the first 6 months of the year.

With a true up provision, Jane will receive an additional \$900 match after the end of the year to get her to the maximum match allowed under the plan.

To Learn more about the True Up Match, please call the Fidelity Retirement Benefits Line at 800-835-5098.

Sincerely,

A.H Belo Benefits Team

*402(g) refers to Section 402(g) of the Internal Revenue Code, which limits an employee's elective deferrals into a 401(k) plan to \$18,000 in 2017, subject to annual change by the IRS.