

FOSTER & WOOD

▶ Ambrosia QSR

401(k) Profit Sharing Plan and Trust

Summary Guide 2025

Welcome to the Ambrosia QSR 401(k) Plan

- ▶ Congratulations on taking your first steps towards a secure life when you retire!
- ▶ Foster & Wood bring over 42 years of combined experience in managing retirement plans.
- ▶ Because they do not allow commissions or any other conflicts of interest in the plans they manage you can confidently ask them questions or seek their advice without worrying about “what’s in it for them.”

Investment Questions

- ▶ Tim Wood | 971-266-3134 | tim@fosterandwood.com

Form, Distributions, Password Resets, Etc.

- ▶ Jeremy Six | 971-366-3513 | jeremy@fosterandwood.com

Plan Highlights - Portability

- ▶ 401(k) balances are portable with you throughout your career.
- ▶ You don't lose your account balance if you leave.
- ▶ You keep 100% of your contributions, plus or minus investment gain or loss.
- ▶ If you spend the money before age 59 ½, you pay a 10% penalty, plus income tax.
- ▶ You can move it to a retirement plan at a new company, or open your own Individual Retirement Account (also called an "IRA").
- ▶ No penalty to move the money as long as it stays in retirement accounts.

Plan Highlights – Basic Rules

- ▶ Contribution Maximums
 - ▶ Maximum annual contribution is \$23,500, not to exceed 95% of pay
 - ▶ A catch-up contribution of \$7,500 is available to those over 50 years old
- ▶ Eligibility
 - ▶ Age 20 or over and two months of service
 - ▶ Plan entry is 1st day of the month following your service requirement
- ▶ Rollovers of previous 401k plan balances are allowed at any time
 - ▶ Don't need to wait for the eligibility listed on the left
 - ▶ Call Foster & Wood if you have questions
- ▶ Loans are available
 - ▶ Under federal rules, the minimum loan balances is \$1,000 and the maximum is \$50,000
 - ▶ Can't exceed 50% of your vested balance

In-service distributions are available to employees who are at least 59 ½

Plan Highlights – Attractive Employer Matching

- ▶ Ambrosia QSR is committed to creating a workplace where you can build a career.
- ▶ Any employee at least 20 years old with one year of service can participate in the matching contributions.
- ▶ Ambrosia QSR will match 100% of the first 3% of your pay you save for your retirement. Additionally, Ambrosia QSR will match 50% of the next 2% your contribute.
- ▶ 5% saved by you will be matched by Ambrosia at 4% of your pay!
- ▶ You are always 100% vested in all matching!

How Can The Ambrosia Retirement Plan Work For Me? Oregon Resident

	Gross Pay *	401(k) Contribution @ 5%	Taxable Income	State & Federal Taxes	Net Pay	Tax Savings	Ambrosia QSR Matching	Total Contribution	Savings @ 10 Years	Savings @ 20 Years	Savings @ 30 Years	Savings @ 40 Years
\$12 Per Hour - No Retirement	960.00	-	960.00	182.40	777.60	0		0	-	-	-	-
\$12 Per Hour - Enroll @ 5%	960.00	48.00	912.00	173.28	738.72	9.12	38.40	86.40	32,591	98,086	229,711	494,231
Difference in Take Home Pay					38.88							
Contribution @ 8%	960.00	76.80	883.20	167.81	715.39	14.59	38.40	115.20	43,454	130,782	306,281	658,975
Contribution @ 10%	960.00	96.00	864.00	164.16	699.84	18.24	38.40	134.40	50,621	153,352	356,796	767,660

* Assumes working 40 hours per week with pay every two weeks.

Assumes 10% Federal + 9% State of Oregon

AmbrosiaQSR Matches 100% on the first 3% of pay and 50% on the next 2%

Assumes 7% average annualized long term rate of return.

How Can The Ambrosia Retirement Plan Work For Me? Washington Resident

	Gross Pay *	401(k) Contribution @ 5%	Taxable Income	Federal Taxes	Net Pay	Tax Savings	Ambrosia QSR Matching	Total Contribution	Savings @ 10 Years	Savings @ 20 Years	Savings @ 30 Years	Savings @ 40 Years
\$12 Per Hour - No Retirement	960.00	-	960.00	96.00	864.00	0		0	-	-	-	-
\$12 Per Hour - Enroll @ 5%	960.00	48.00	912.00	91.20	820.80	4.80	38.40	86.40	32,591	98,086	229,711	494,231
Difference in Take Home Pay					43.20							
Contribution @ 8%	960.00	76.80	883.20	88.32	794.88	7.68	38.40	115.20	43,454	130,782	306,281	658,975
Contribution @ 10%	960.00	96.00	864.00	86.40	777.60	9.60	38.40	134.40	50,621	153,352	356,796	767,660

* Assumes working 40 hours per week with pay every two weeks.

Assumes 10% Federal

Ambrosia QSR Matches 100% on the first 3% of pay and 50% on the next 2%

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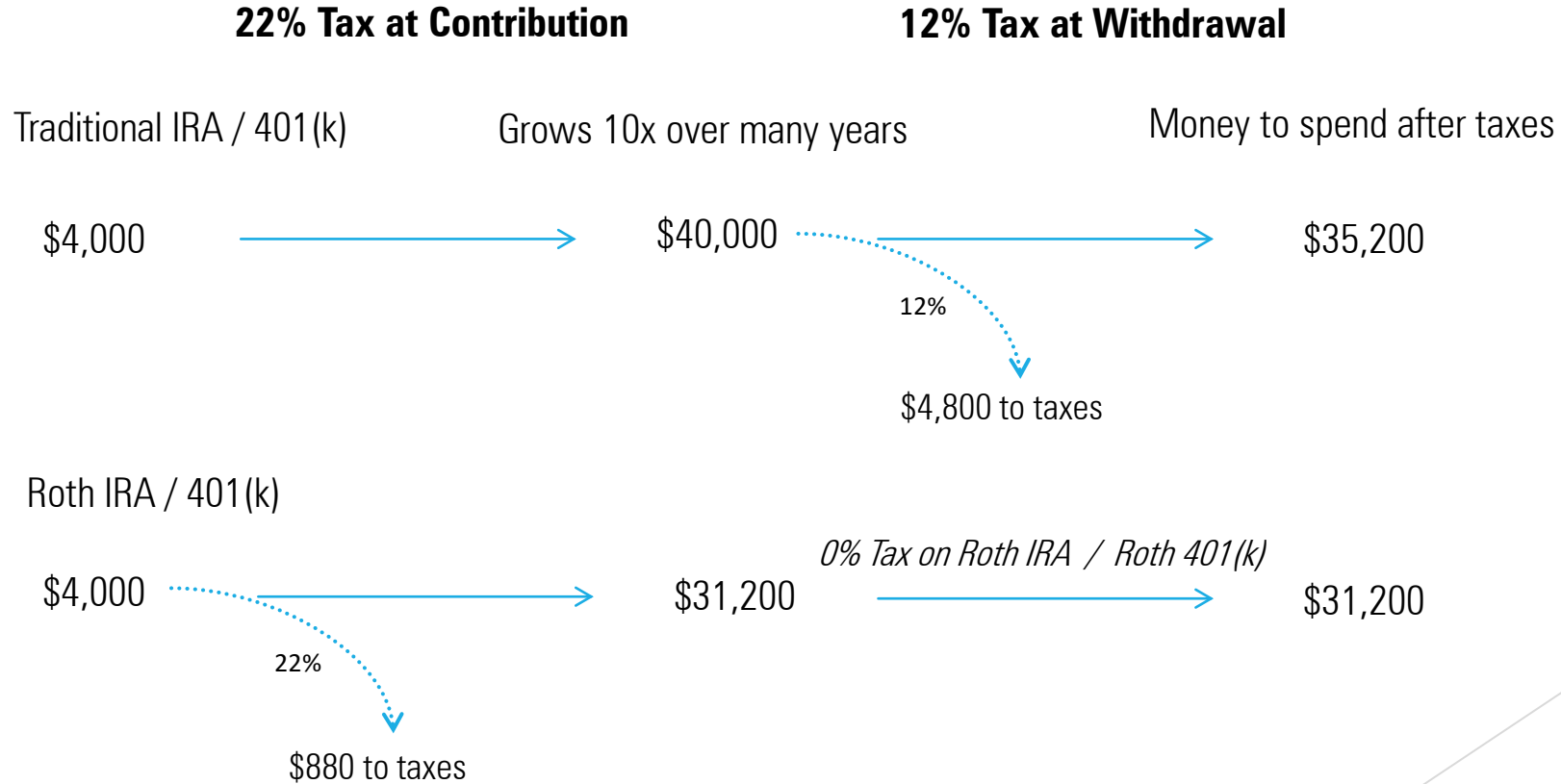
Plan Highlights – Roth 401(k)

- ▶ Traditional 401(k)
 - ▶ Tax deduction when you contribute
 - ▶ Reduces the tax you pay every pay period
 - ▶ In the future, withdrawals are taxed as income
- ▶ Roth 401(k)
 - ▶ No tax deduction when you contribute
 - ▶ Money comes out tax free
- ▶ Company contributions are never Roth. Matching and Profit Sharing are always counted as Traditional, even if your contributions are Roth contributions
- ▶ You can make traditional contributions, Roth contributions, or a mixture of both, subject to the maximums

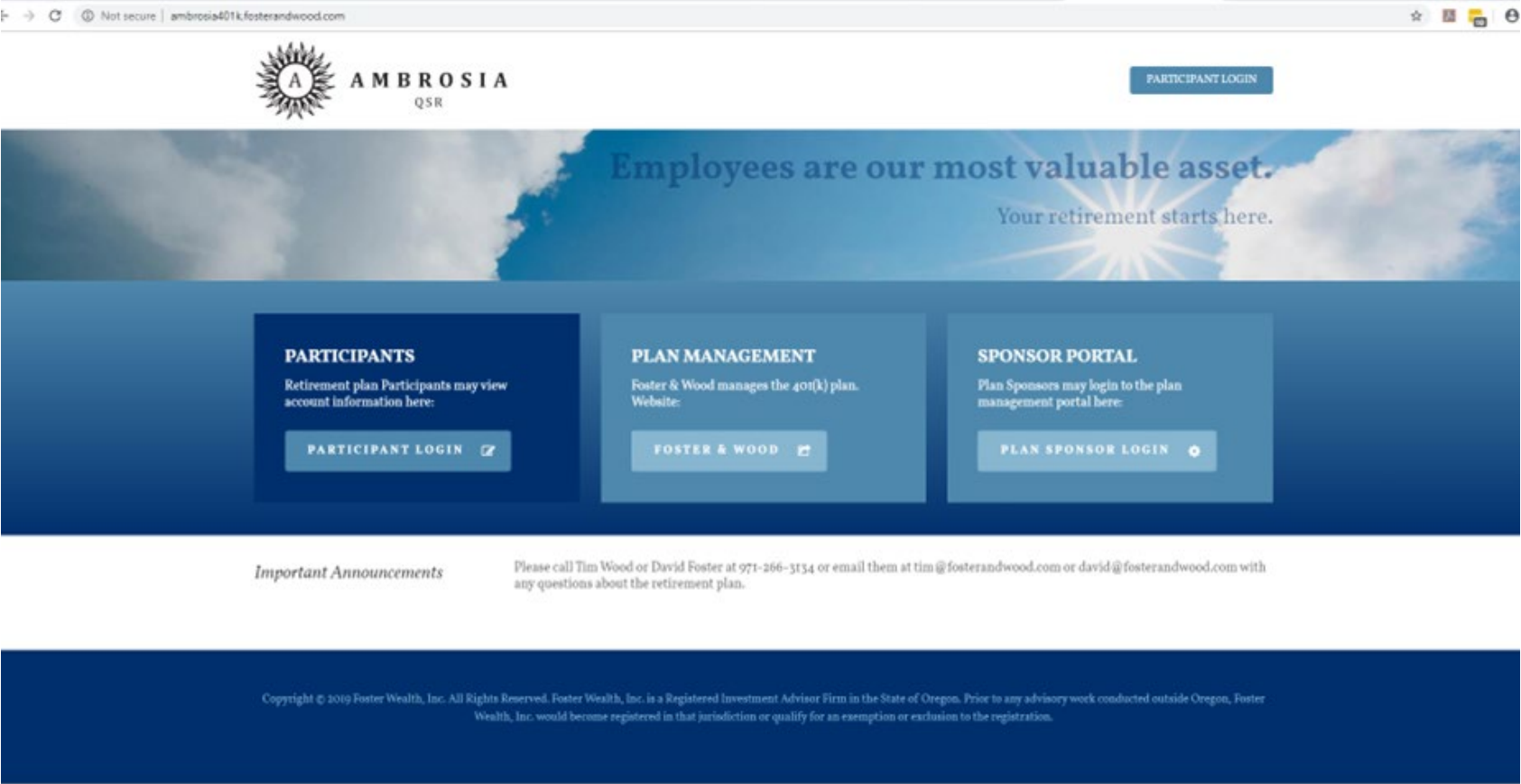
Roth vs. Traditional IRA / 401(k)

Example: Your tax rate now vs. later is the most important consideration

If your tax rate now vs. later is the same, the options are similar



Plan Website – Login Set Up



Ambrosia401k.fosterandwood.com

Logging In

- ▶ Ambrosia401k.fosterandwood.com
- ▶ Select the Participant Login button which takes you to:
 - ▶ Signin.Vestwell.com
 - ▶ First time logging in either follow the instructions on your welcome email or select “New to Vestwell? Start here.”
 - ▶ Will prompt you to enter your email address which is on file with your employer. This will send you a registration link which walks you through the process.

Plan Highlights - Investments

- ▶ Mutual funds
 - ▶ low cost, no commission.
 - ▶ reviewed by your investment advisor and plan's trustees
- ▶ Five professionally managed risk-based portfolios are available
- ▶ You can choose your own mix of funds.
- ▶ The Fidelity Freedom Index Target Date Funds are also available. All you need to do is select that fund closest to your retirement date!
- ▶ Foster & Wood, our plans investment advisor, serves our plan as a fiduciary. They are available to you to answer any questions, help you decide on a long-term investment strategy, or help you with any other investing or retirement question.

What is a QDIA?

- ▶ A Qualified Default Investment Alternative (QDIA) is the default fund for the plan and is only used when an employee does not make an affirmative investment selection. If you end up in the QDIA, you can change it any time.
- ▶ The QDIA for the Ambrosia QSR 401(k) is the Fidelity Freedom Index Target Date Series predicated on your age.
 - ▶ More information can be found Yahoo! Finance or your plan's website.
 - ▶ A QDIA notice will be sent to each of you following this presentation.

Call or Email Anytime!

- ▶ Website at fosterandwood.com
- ▶ Tim Wood | 971-266-3134
tim@fosterandwood.com
 - ▶ Update your retirement plan
 - ▶ Help with your contribution level or Traditional vs. Roth contributions.
 - ▶ Help picking your investment portfolio
 - ▶ Investment Questions
- ▶ Jeremy Six | 971-366-3513
jeremy@fosterandwood.com
 - ▶ General Help
 - ▶ Website assistance





▶ Foster & Wood, Inc.