

Dear Property One Team Member:

Everyone can envision where he or she will be and what they will be doing when they retire. Because we value your career contribution to the success of Property One, Inc., we believe it's important to help you achieve those retirement goals.



That's why I'm excited to announce that you have just met the plan eligibility for participation in the *Property One, Inc.* 401(k) retirement savings plan. A 401(k) plan is perhaps one of the best available retirement savings options. As part of our commitment to helping you achieve your retirement goals more quickly, Property One, Inc. strives to make a discretionary match to the plan on an annual basis which has historically been calculated as 10% of our annual net income.

Reaching Your Retirement Goals with a 401(k)

Attached, please find the enrollment materials that explain the retirement product in greater detail, but presented below are some highlights of this benefit:

- Convenience – Your contribution is automatically deducted from your pay at each pay period, making it a convenient way to set aside money for retirement.
- Employer match – While *Property One, Inc.* is not required under the plan to make matching contributions, we strive to make an annual discretionary match equal to 10% of our net income allocated to our plan participants in accordance with their deferral percentages.
- Two great tax advantages – You only pay income tax when you withdraw money. Your contributions are made on a pre-tax basis, meaning you immediately reduce the pay you pay taxes on. Additionally, any gains your investment achieves are tax-deferred. This can lead to a significant accumulation of retirement funds.
- Access to Your Money – Your 401(k) account will perform better if kept invested; however, if you need to access your money for emergencies, you may be able to take a loan (ask us about qualifications) and pay yourself back with interest.*
- Professional money management and a wide array of brand name investment choices with a range of risk and return characteristics. Once you decide what asset allocation works best, your money will begin to work for you.
- Great service – Our 401(k) service provider offers comprehensive performance reporting and transactions anytime you need them via an interactive website. They also provide easy-to-read statements and helpful education materials.

Start Saving for your Retirement Now

Like any savings plan, the sooner you start contributing to your 401(k) the better off you'll be. The compounding that takes place over time can have a significant impact. Even a small contribution can make a big difference in your retirement lifestyle. You work hard for *Property One, Inc.* We want to make sure you have the retirement you deserve. Take some time to review your enrollment kit when you receive it. I'm sure you'll share my enthusiasm for this great 401(k) plan.

Sincerely,



Paul Langenwarter
Chief Financial Officer
Property One, Inc.

*Withdrawals are subject to a 10% IRS penalty tax if you receive them before you reach age 59½.