HomeServices of America

It's your future — why not start today?

Your employer's 401(k) plan is a great opportunity, and can help you accumulate the money you'll need for your future. To help you get started, your employer enrolls you automatically. But you can always enroll on your own if you want to get started sooner.

Why participate? You'll get:

- The chance to prepare for your financial future
- Company contributions
- Helpful online resources
- Potential tax advantages

To enroll on your own

Use the Benefits OnLine® app or visit benefits.ml.com.

1. Follow the prompts to create and enter your User ID and password
2. Select the enrollment link and follow the instructions
3. Choose your contribution rate and investments

If you need assistance, contact Merrill at 800.228.4015.

Scan here to enroll from your mobile device

benefits.ml.com

MERRILL
A BANK OF AMERICA COMPANY

Get started with your Plan in just two steps

You can accept the automatic enrollment defaults, or make your own choices. See page 3 for more information about automatic enrollment.

Step 1

Understand your contribution choices

You can contribute up to 75% of your eligible pay as pre-tax, Roth 401(k) and/or traditional after-tax contributions. For more on contributing to the Plan, see page 3. You can change your contribution rate at any time.

When can I start?
All employees are immediately eligible to enroll in the Plan.

Does my employer contribute to my account?
HomeServices matches 50% of the first 8% of your eligible compensation you contribute on a pre-tax/Roth 401(k) basis. Traditional after-tax contributions are not matched. Consider contributing at least 8% of your eligible compensation to the Plan to take full advantage of the employer matching contribution.

Employer contributions are subject to a vesting schedule, as described on page 5.

Step 2

Understand your investments

Whether you're new to investing or not, the Plan makes it easy to invest your way. You can accept the default investment or choose from the following:

- Get personalized recommendations from Advice Access.
- Choose an age-based approach with a target date fund.
- Choose your own investments from your Plan's investment menu.
- Use the Self-Directed Brokerage service for additional investments beyond those in the core investment menu.

For more information about these investment approaches, see the second half of this booklet and the accompanying Investment Guide. You can change your investments at any time.

What if I don't choose my investments?
Your contributions will be invested in a target date fund based on your date of birth and anticipated retirement at age 65.

The more you put in ...

Contributing even a small amount can add up over time.
When you contribute to your account, you could earn a return on that money and on any investment returns. So the sooner you start, and the more you put into your Plan, the better off you could be.

This hypothetical illustration assumes contributions of $25 and $50 per week, with contributions made at the beginning of the week and a 6% annual effective rate of return. Hypothetical results are for illustrative purposes only and are not meant to represent the past or future performance of any specific investment vehicle. Investment return and principal value will fluctuate, and when redeemed the investments may be worth more or less than their original cost. Taxes are due upon withdrawal. If you take a withdrawal prior to age 59½, you may be subject to a 10% additional federal tax, unless an exception applies.

$25 PER WEEK
(for 25 years)

Your contributions
$32,500

Potential earnings
$40,984

Potential balance
$73,484

$50 PER WEEK
(for 25 years)

Your contributions
$65,000

Potential earnings
$81,968

Potential balance
$146,968

Step 1: Understand your contribution choices

How does automatic enrollment work?

If you take no action, you'll automatically be enrolled in the Plan 45 days after you become eligible. 6% of your eligible compensation will be deducted from your paycheck before taxes and contributed to the Plan.

Once you're enrolled, you can change your contribution rate, change your investments, or cancel your participation at any time by contacting Merrill. If you don't want to participate at all, contact Merrill before the 45-day waiting period is over.

What are my contribution options?

You may choose any or all of the following:

- **Pre-tax contributions** reduce your current taxable income, and any earnings are tax-deferred. Taxes are due upon withdrawal.*
- **Roth 401(k) contributions** are made after taxes are withheld, but any earnings are federal income tax-free if you take a qualified distribution (see "What about potential tax benefits?" in the second half of this booklet).
- **Traditional after-tax contributions** are made after taxes are withheld, but taxes are deferred on any earnings. Taxes on earnings are due upon withdrawal.*

You may choose pre-tax, Roth 401(k) and/or after-tax contributions in any combination. However, your total contributions can't exceed 75% of your eligible pay. Your combined pre-tax and/or Roth 401(k) contributions are subject to the tax law limit. The current limit is available at go.ml.com/401klimits. Additional contribution limits imposed by the Plan and the tax laws may apply in certain situations.

If you're age 50 or older during the calendar year, and you reach the lesser of the Plan or tax law pre-tax/Roth 401(k) contribution limit, you may be eligible to make an additional "catch-up" contribution. The current catch-up limit is available at go.ml.com/401klimits.

Annual additions to a plan (including both employee and employer contributions and forfeitures) are subject to tax law limits. The current limit is available at go.ml.com/401klimits.

Will my employer help?

Yes. HomeServices matches 50% of the first 8% of your eligible compensation you contribute on a pre-tax/Roth 401(k) basis.

It's a great benefit you won't want to miss!

Can I increase my contributions automatically?

Yes, you can visit Benefits OnLine to have your contributions increased automatically each year, starting the month and year of your choice. Your automatic increases will stop once your contributions reach the lesser of the Plan's contribution limit or the tax law contribution limit. You can cancel this feature at any time by contacting Merrill.

Can I move money from a prior employer's plan into my account?

Rollovers from another tax-qualified retirement plan may be accepted by the Plan. Rollovers are limited to two per calendar year. Please consider the potential advantages and disadvantages of a rollover before initiating one.

How is my account taxed?

Please see "What about potential tax benefits?" in the second half of this booklet for details on how your account is taxed.

Will I be charged a fee to participate?

A participant fee of $4.75 will be deducted from your quarterly account balance. The quarterly fee will be deducted on a pro-rata basis from all funds in your account, and will appear on your statement under the heading "Fees."

For more information about Plan fees, please review the Plan's fee disclosure notice, which is available in the Documents section of Benefits OnLine at benefits.ml.com.

** You may also be subject to a 10% additional federal tax if you take a withdrawal before age 59½.*

How much should I contribute?

Merrill has tools and resources to help you make your decision. Your Plan's Advice Access program can help you develop a retirement strategy. And don't miss out on the employer match! Try to contribute at least enough to get the full match.

Step 2: Understand your investment choices

Your Plan offers a variety of investment options and services to make it easy to invest your way. If you are automatically enrolled, your contributions will be invested as noted on page 2, unless you choose otherwise. Please review your investment guide for more information about these options.

Choose an age-based approach

Target date funds

Do you want to choose a single fund based on the year you plan to retire? Consider a target date fund.

Target date funds include a mix of investments that might be appropriate for investors planning to retire — or begin withdrawing their money — close to the date that appears in the fund name.

Target date funds are adjusted along the way to become more conservative — more in bonds and less in stocks — as the target date approaches. These funds may be a convenient way to have a diversified investment mix with a single investment choice.*

How would you pick one? Generally, you'd decide when you would like to retire, or when you will need to withdraw the money, and then pick the fund with that year in its title.

Remember that the principal value of these funds is not guaranteed at any time, including at the target date.

Get additional investment choices

Self-Directed Brokerage

In addition to the investment options and services described in this brochure, you can open a Self-Directed Brokerage account.

Self-Directed Brokerage provides access to a wide variety of investment options not included in the Plan's investment menu. Commissions or transaction fees may apply.

Self-Directed Brokerage may be appropriate for those participants who seek greater investment flexibility, choice and control of their retirement account, and are willing to pay more for additional investment choices. For more information about Self-Directed Brokerage, visit Benefits OnLine or contact Merrill.

Neither the company nor the trustee, Merrill, monitors or reviews the investment performance of your Self-Directed Brokerage account.

Get personalized recommendations

Advice Access

Advice Access can help provide answers — personalized to your specific financial situation — to several key questions:

- How much will you need for retirement?
- How much should you contribute to the Plan?
- How should you invest your contributions?
- Are you on track with your retirement income goal?

Visit Benefits OnLine to learn more about the program — and to view the recommendations already developed for you.

Choose your own investments

Core Investment Menu

Your plan offers a variety of different funds.

- Choose a mix of funds you think might be appropriate for you.
- Consider your goals, how much risk you want to accept and how long before you'll need your money.
- Diversify — don't put all your eggs in one basket. Diversification can't ensure a profit or protect against loss, but it can be a good way to help manage investment risk.

*Diversification does not ensure a profit or protect against loss.

Access to your money

Does my money always belong to me?

The money you contribute always belongs entirely to you (is 100% "vested"), adjusted for earnings or losses.

HomeServices' matching contributions are vested according to the following schedule:

Years of vesting service	Vesting percentage
Less than 1	0%
1	50%
2	100%

You receive credit for one year of vesting for each calendar year in which you have completed 1,000 hours.

Can I take a loan from my account?

Yes, you can borrow against your Plan account balance, subject to certain restrictions. You may have up to two loans outstanding at any time. Please consider the advantages and disadvantages of taking a loan before doing so.

Can I withdraw money while I'm still employed?

Yes. Although the Plan is intended to help you prepare for the future, under certain circumstances (such as extreme financial hardship) you can withdraw funds before you leave your employer.

When can I take a distribution of my account?

You may receive a distribution of your account balance following your separation from service due to retirement, termination of employment, total and permanent disability, or death (paid to your beneficiary). See "What about potential tax benefits?" for the tax implications of withdrawals and distributions.

What about potential tax benefits?

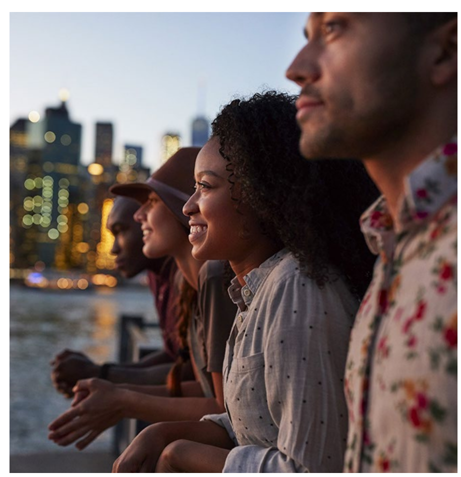
Pre-tax contributions can lower your current taxable income. In addition, any earnings on your contributions are tax-deferred. So your account has the potential to grow on a tax-deferred basis. You'll pay taxes on your contributions and earnings when you take a distribution. You may also be subject to a 10% additional federal tax if you take a withdrawal before age 59½, unless an exception applies.

Roth 401(k) contributions offer a different potential tax advantage. These contributions are made after taxes are deducted. Any earnings on Roth 401(k) contributions can generally be withdrawn federal income tax-free if you meet the two requirements for a "qualified distribution": 1) At least five years must have elapsed from the first day of the year of your initial contribution or conversion, if earlier, and 2) You must have reached age 59½ or become disabled or deceased. If you take a non-qualified withdrawal of your Roth 401(k) contributions, any Roth 401(k) investment returns are subject to regular income taxes, plus a possible 10% additional federal tax if withdrawn before age 59½, unless an exception applies. State income tax laws vary; consult a tax professional to determine how your state treats Roth 401(k) distributions.

After-tax contributions offer the opportunity to contribute more to your Plan. Taxes on any earnings are due upon withdrawal. You may also be subject to a 10% additional federal tax if your withdrawal is taken before age 59½, unless an exception applies.

Options for your 401(k) plan account(s)

You have choices for what to do with your 401(k) account or other type of employer-sponsored retirement plan accounts. Depending on your financial circumstances, needs and goals, you may choose to roll over to an IRA or convert to a Roth IRA, roll over a 401(k) account from a prior employer to a 401(k) account at your new employer, take a distribution, or leave the account where it is. Each choice may offer different investments and services, fees and expenses, withdrawal options, required minimum distributions, and tax treatment (particularly with reference to employer stock), and provide different protection from creditors and legal judgments. These are complex choices and should be considered with care.



Your enrollment checklist

Participating in the Plan can help get you on the path toward financial wellness. To get started, take these important steps:

- **Enroll now.** Even though your plan offers automatic enrollment, consider enrolling sooner and choosing your own contribution rate and investments.
- **Name your beneficiary.** Help ensure that your assets are distributed according to your wishes.
- **Go paperless.** Sign up with your personal email address for fast and convenient e-delivery of statements, plan communications and educational resources.
- **Get your score.** Get a financial wellness score and suggested action plan to help you improve your financial health: go.ml.com/FWtracker.
- **Stay connected.** Download the Benefits OnLine app with Erica®, your virtual financial assistant, to help you keep your retirement picture in focus.*

Benefits OnLine app*
go.ml.com/BOLapp

Benefits OnLine
benefits.ml.com

Account access guide
go.ml.com/accessguide

Advice Access is an online investment advisory program sponsored by Merrill Lynch, Pierce, Fenner & Smith Inc. ("MLPF&S" or "Merrill") that uses a probabilistic approach to determine the likelihood that participants in the program may be able to achieve their specified annual retirement income goal and/or to identify a potential wealth outcome that could be realized. The recommendations provided by Advice Access may include a higher level of investment risk than a participant may be personally comfortable with. Participants are strongly advised to consider their personal goals, overall risk tolerance, and retirement horizon before accepting any recommendations made by Advice Access. Participants should carefully review the explanation of the methodology used, including key assumptions and limitations as well as a description of services and related fees, which is provided in the Advice Access disclosure document (ADV Part 2A). It can be obtained through Benefits OnLine or the Retirement & Benefits Contact Center.

Merrill offers a broad range of brokerage, investment advisory and other services. There are important differences between brokerage and investment advisory services, including the type of advice and assistance provided, the fees charged, and the rights and obligations of the parties. It is important to understand the differences, particularly when determining which service or services to select.

IMPORTANT: The projections or other information shown in the Advice Access program regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results and are not guarantees of future results. Results may vary with each use and over time.

*The app is designed to work with most mobile devices in most countries. The mobile feature, Erica, is only available in the English language. Carrier fees may apply.

When you use the QRC feature, certain information is collected from your mobile device for business purposes.

This material is only a general outline of the Plan. You're encouraged to read the Summary Plan Description to obtain more detailed information regarding the Plan's operation. This document gives you information you need to make educated decisions about joining the Plan and maintaining a Plan account. If a provision described in this outline differs from the applicable provision of the Plan documents, the Plan documents prevail.

Merrill, its affiliates, and financial advisors do not provide legal, tax, or accounting advice. You should consult your legal and/or tax advisors before making any financial decisions.

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