



Albertsons Companies 401(k) Plan

Plan Features & Highlights

Plan Provisions	Description
Eligibility	You are immediately eligible to participate in the Plan if you are at least 21 years of age and part of an eligible group of employees as defined by the Plan. Refer to the Summary Plan Description for detailed information.
Your Contributions	<p>You can contribute from 1% to 75% of your eligible base pay as pre-tax or Roth contributions, or a combination, up to the annual IRS dollar limits.</p> <p>A Roth contribution to your Plan allows you to make after-tax contributions and take any associated earnings completely tax-free at retirement, as long as the distribution is a qualified one. A qualified distribution, in this case, is one that is taken at least five tax years after your first Roth 401(k) contribution and after you have attained age 59½, or become disabled or die.</p> <p>If you have reached age 50 or will reach 50 during the calendar year January 1– December 31 and are making the maximum plan or IRS pre-tax contribution, you may make an additional “catch-up” contribution each pay period.</p>
Contribution Limits	Annual 401(k) plan contribution limits, including catch-up contribution limits, are available at www.irs.gov .
Enrollment	You can enroll on Fidelity NetBenefits® at www.netbenefits.com or call a Fidelity representative at 866-956-3433. To use the EasyEnroll feature and enroll in the Plan in just 60 seconds, go to www.netbenefits.com/easy .
Employer Matching Contributions	<p>Albertsons Companies may make an annual discretionary matching contribution to your Plan account. You may receive a percentage of each dollar you contribute up to 7% of eligible pay. Details are provided each year.</p> <p>You are eligible to receive the matching contribution after completing 1000 hours of service as of your one-year anniversary or as of the end of the next plan year. You must also be employed at the end of each plan year. Some exceptions apply; refer to the Summary Plan Description (SPD) for details.</p> <p>Only contributions made AFTER meeting match requirements are eligible to receive a match contribution.</p> <p>Unions employees may be subject to an alternative matching contribution formula. Please see your union representative for details.</p>

Vesting

You are always 100% vested in your own contributions and earnings. You become vested in employer matching contributions based upon years of service (1,000 hours each year).

Years of Service	% Vested
0-2 years	0%
2-3 years	50%
3 or more years	100%

Please note, union employees may be subject to a different vesting schedule and should check with your union representative for details.

Investments

The Plan offers you a range of options to help you meet your investment goals. You can select a mix of investment options that best suit your goals, time horizon, and risk tolerance. Descriptions of the Plan’s investment options and their performance are available online at www.netbenefits.com.

Loans

Although your Plan account is intended for the future, you may borrow from your account. You are limited to two loans at a time (one for a general purpose and one for a home purchase).

Loan payments are made through payroll deduction. Loans that are not timely repaid will default and result in tax consequences. Log on to NetBenefits for more details or to request a loan.

Withdrawals

Withdrawals from the Plan are generally permitted when you attain age 59½, terminate your employment, retire, become permanently disabled, or have severe financial hardship as defined by the Plan. Refer to the Summary Plan Description or call Fidelity at 866-956-3433 for more details.

Rollovers

You are permitted to roll over eligible pre-tax contributions from another 401(k), 403(b), or governmental 457(b) retirement plan account, or eligible pre-tax contributions from individual retirement accounts (IRAs). Rollovers from Roth and after-tax sources are also allowed. Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.

For assistance with a rollover from another plan, contact Fidelity at 866-956-3433.

Online Beneficiary Designation

It’s important to designate a beneficiary for your Plan account. Log on to www.netbenefits.com. Select *Profile*, then *Beneficiaries* and follow the steps to designate your beneficiary online.

Accessing your account



Access your Plan account online at www.netbenefits.com. Download the NetBenefits® app from the App Store®, Google Play™ Store, or Windows Store to access your account on your mobile device.



Fidelity is here to help! If you have questions, call **866-956-3433** Monday through Friday, 8:30 a.m. to midnight Eastern time (excluding most holidays). You can also use the automated voice response system, virtually 24 hours, 7 days a week. Para español, llame al 800-587-5282.

Investing involves risk, including risk of loss.

Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

This document provides only a summary of the main features of the Albertsons Companies 401(k) Plan and the Plan Document will govern in the event of discrepancies.

*Fidelity® Personalized Planning & Advice *at Work* is a service of Fidelity Personal and Workplace Advisors LLC and Strategic Advisers LLC. Both are registered investment advisers and Fidelity Investments companies and may be referred to as "Fidelity," "we," or "our" within. For more information, refer to the Terms and Conditions of the Program. When used herein, Fidelity Personalized Planning & Advice refers exclusively to Fidelity Personalized Planning & Advice *at Work*. **This service provides advisory services for a fee, which will be paid from your account.**

The third-party trademarks and service marks appearing herein are the property of their respective owners.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917

©2020 All rights reserved.

775330.19.50

