

401(k) Plan Announcement Meeting

WELCOME

How Much Can You Save?

Salary Deferral Contributions can be made up to \$17,500 per year

For participants age 50 or older, an additional \$5,500 catch-up contribution is allowed for a total of \$23,000 per year

Roth 401(k) Option

- Savings are made on after-tax basis
- After a five year holding period, and subject to plan distribution provisions, earnings on the account can be distributed on a tax-free basis
- Tradeoff is loss of tax deferral on amounts contributed versus the benefit of receiving the Roth account balance on a tax-free basis
- Roth may be preferred by younger employees in early stages of their careers – and in a relatively low tax bracket and any employee who believes that his (her) tax bracket in retirement will be HIGHER than his current income tax bracket

Voluntary Contributions

(After-Tax Contributions)

You may contribute through payroll deduction or “direct”

Contributions are made after-tax

Contributions may be invested in any Choice fund

Earnings are tax-deferred until withdrawn

Withdrawals can be made on demand

401(k) Salary Deferrals vs. Voluntary Contributions

401(k) Salary Deferrals

- Made before-tax
- Withdrawals from account are restricted
- Can be invested in any Choice fund or will be invested in the NADART Fund if participant does not direct investments

Voluntary Contributions

- Made after-tax
- Withdrawals from account can be made on demand
- Can be invested in any Choice fund or will be invested in the Income Fund if participant does not direct investments

Plan Provisions

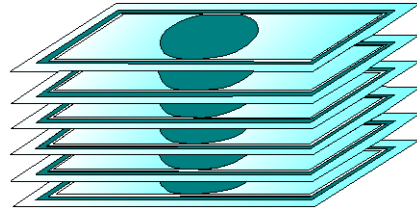
Eligibility to Participate

- Full Time Employee (1,000 Hrs.)
- Minimum Age 21
- 12 Months of Service

Fixed company contributions

- Your Employer will contribute 1.00% of your eligible compensation, as defined in this plan, plus an additional 1.00% of eligible compensation in excess of the current Taxable Wage Base of \$113,700.00.

Vesting Schedule



Years of Service

Vested Percentage

1

0%

2

20%

3

40%

4

60%

5

80%

6

100%

What Does it Cost?

Your Employer pays the basic administrative charges and one-half of the participant charges (currently \$2.50 per quarter)

Hardship Withdrawals

A “last resort” option

Used to satisfy the following needs:

- Purchase of a primary residence
- Extraordinary uninsured medical expenses
- Post secondary educational expenses
- Prevention of foreclosure
- Property Loss from Natural Disaster
- Funeral Expenses

Hardship Withdrawals

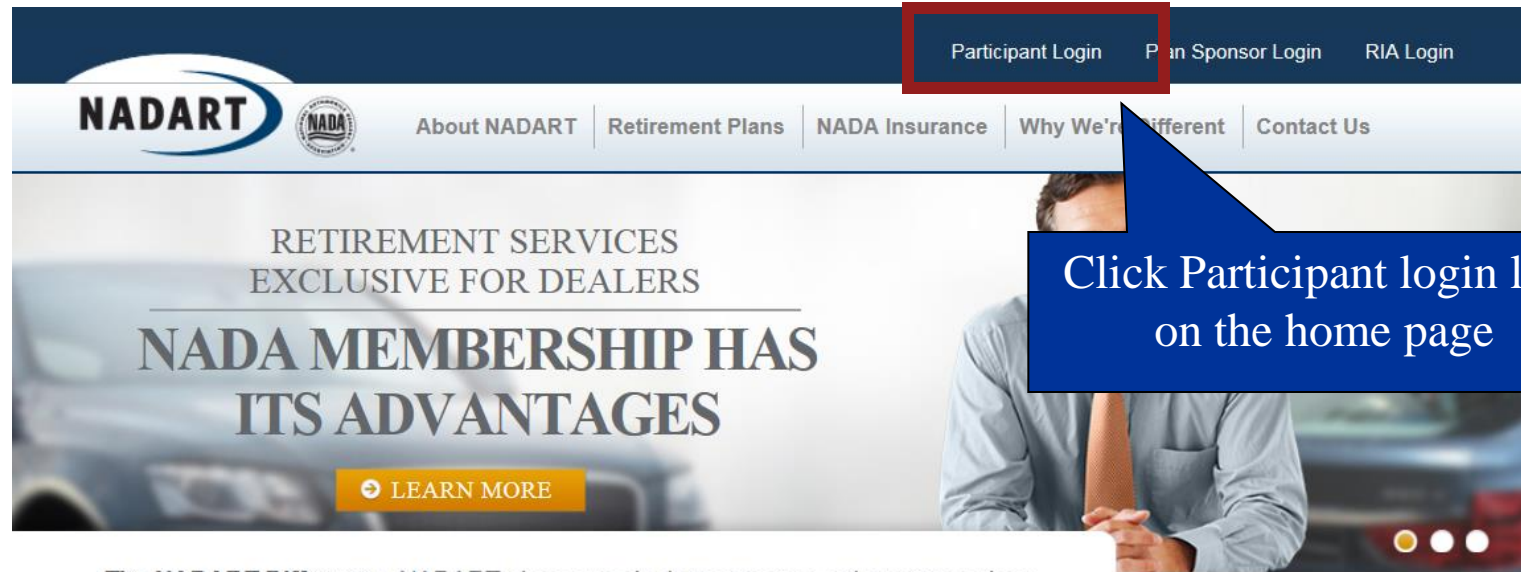
A “last resort” option

- Must be unable to meet the financial need from other sources
- Amount distributed is taxable and usually incurs a 10% excise tax penalty

Nadart.org

*REGISTERING YOUR ACCOUNT, CHOOSING YOUR
INVESTMENTS AND GETTING GUIDANCE*

NADART Homepage



The NADART Difference. NADART gives auto dealers access to retirement services not available to other businesses. By combining the buying power of thousands of auto dealers across the nation, we give NADA members access to superior fiduciary and leading administrative support, regardless of the size of their business. This “strength-in-numbers” approach is a powerful example of the difference between NADART and other 401(k) providers.

If you're not taking advantage of NADART's retirement services, you owe it to yourself — and your employees — [to discover how we can make a difference for you.](#)

“NADART has been our partner for almost 50 years. They have always provided us with top-notch service and support. I truly value the unique level of fiduciary support they provide with respect to our retirement plan.

— Ed, Barber Ford


Named fiduciary on your 401(k)? Ready for the risk? →

Compare NADART to your current retirement provider →

Business Owners - Get a free plan evaluation →

Logging In

Participant Login Plan Sponsor Login RIA Login


NADART  About NADART | Retirement Plans | NADA Insurance | Why We're Different | Contact Us

Participant Login

Manage Your Account

UserName:

Password:

 Login

Latest News

New nadart.org
Your participant account online has been redesigned and includes an array of new enhancements.
[Click to learn more.](#)

2013 IRS Plan Limits
[Click here to review IRS retirement pla](#)

1st Time User? Click Here to Register.
[Forgot Username / Password](#)

If you are a first time user, click this link to register your account

1st Time User Registration

Participant Login Plan Sponsor Login

NADART



About NADART

Retirement Plans

NADA Insurance

Why We're Different

Contact Us



Initial setup is a user-friendly four step process

Step 1 of 4 Step 2 of 4 Step 3 of 4 Step 4 of 4

SSN:

Last Name:

First Name:

Birth Date: ▼

User Name:


Password:

Confirm Password:

Cancel Next

Participant Home Page

Welcome Back: [jhess](#) [Log Out](#)

NADART  [Home](#) | [Manage My Account](#) | [Account Information](#) | [Education Center](#)

: Home



Do You Have the Right Game Plan for a Secure Retirement?

Find out with NADART's Retirement Coach.

[Click Here](#)

PlanID: (909999)

Message Center

You have **3 New Message(s)**
You have **2 Priority Message(s)**

Need Help...

Setting retirement goals?
Determining risk tolerance?
Choosing your investments?

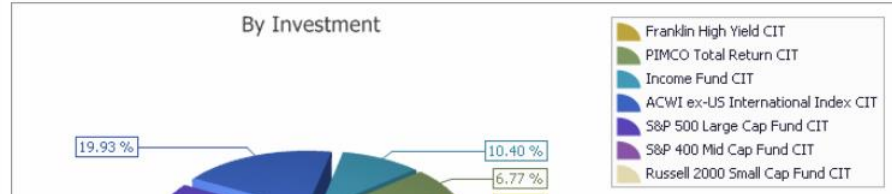
[Click here for GuidancePlus](#)

Account Summary

[Balance](#) | [Rate of Return](#) | [Fund Performance](#) | [Prices](#)

View your balance by Asset Class, Investment or Source (type of contribution), by clicking the appropriate link below.

Select View: [Investment](#) | [Asset Class](#) | [Source](#)



Related Links

- [Rollovers; Simplifying Your Retirement Planning](#)
- [Need a Form?](#)
- [View Your Participant Statement](#)
- [Modify Your Investments](#)

Initial Administrative Forms

- Employee Acknowledgement Form
- Payroll Deduction Authorization Form
- Hardship Withdraw Acknowledgement Form
- Roth Contribution Form
- Beneficiary Designation Form

Investment Choice 401(k) Plan Employee Acknowledgement Form

Your employer has recently adopted a NADART Investment Choice 401(k) plan. You will be eligible to participate in the plan effective on your eligibility date and may begin contributing to the plan during the pay period containing this date. Before you become eligible to participate in the plan, you must be provided with this NADART Employee Enrollment Package. This package will help you learn about this outstanding benefit that is being offered by your employer.

Plan participants who have not made an affirmative election to invest their contributions in any of the funds offered by NADART will have their contributions (except after-tax voluntary contributions) invested in the NADART Fund, A Qualified Default Investment Alternative (QDIA). If a participant does not make an affirmative investment election regarding employer after-tax voluntary contributions, those contributions will be invested in the Income Fund, a stable value investment fund. A participant, who at any time elects to invest a portion of his or her account in any of the other investment options offered, is deemed to have made an affirmative election regarding their account.

Participants may affirmatively elect to transfer or change their investment options from the default investments at any time without charge. Transfers or election changes may be made anytime via [EvoWeb](#) on the NADART Web site, www.nadart.org. In order to login to your [EvoWeb](#) account, you will be required to complete a short user registration process to create a unique Username and Password. For information on the plan-directed funds please refer to the Fund Description sheets. The Fund Description sheets are also available on the NADART Web site. Refer to your Summary Plan Description for more detailed information regarding your plan.

To verify that you have received your NADART Employee Enrollment Package, please read the following, sign below, and return it to your employer. **This form should not be sent to NADART.**

I have received the entire Employee Enrollment Package as described on page one of the [EvoWeb](#) included in my package. I understand that if I do not instruct NADART of my future contribution elections through [EvoWeb](#) prior to my first contributions being submitted, my employer and employer contributions will be invested in the plan-directed investment at that time (currently, the NADART Fund). I am aware that if I am rolling over money from another qualified retirement plan account and I do not separately realign my existing balances, in addition to electing my future contributions, those balances will also be invested in the NADART Fund. I also understand that my employer after-tax voluntary contributions will be invested in the plan-directed investment that is in place at the time (currently, the Income Fund).

Plan ID

Participant Social Security Number

Participant Signature Date

Print Name

Plan Sponsor Signature Date

Print Name

Attention Employer: Retain this form for your records. Do not send to NADART.

Employee Acknowledgement Form

Payroll Deduction Authorization

NADART 401(k) Plan Payroll Deduction Authorization

Participant Name

Social Security Number

Payroll Number

Participant Name

I authorize my employer to deduct the following contributions from my wages and remit to NADART:

Deferred Cash Contributions (Pre-tax, deductible):

% of my total wages, or \$ per pay period.

Voluntary Contributions* (After-tax, non-deductible, if applicable):

% of my total wages, or \$ per pay period.

Roth Contributions* (After-tax, non-deductible, if applicable):

% of my total wages, or \$ per pay period.

*Refer to the *Your Plan Provisions* page to see if your plan allows Voluntary and/or Roth contributions.

Hardship Withdrawals Acknowledgement Form

READ + SIGN _____

DATE _____

C

Hardship Withdrawals (Prior to Age 59 ½)

Under very limited circumstances, your Plan provides for an in-service distribution of your pre-tax Deferred Cash Contributions. Additional funds may be available as elected by your Employer for hardship withdrawal. Check "Your NADART Plan Provisions" sheet. You must demonstrate that you have a valid financial hardship that meets strict IRS guidelines. By law, a hardship withdrawal must be limited to situations where your financial need is "immediate and heavy," and the financial need cannot be satisfied from any other sources reasonably available to you.

Qualification Requirements. A hardship distribution cannot be more than the "immediate and heavy" need. It is your responsibility to provide your Employer with proof of the exact amount necessary to meet the financial need. You will not be eligible to receive a hardship withdrawal unless both the amount of the financial need which you have documented and the amount of Deferred Cash Contributions allocated to your account at the time of your request are at least \$1,000. The only situations that qualify as an "immediate and heavy" need under this Plan are:

- (a) Purchase of your primary residence. Proof of hardship must include an executed purchase agreement or contract.
- (b) Payment of post-secondary tuition expenses (including room and board) for the next 12 months for you or your dependents. Proof of hardship must include tuition (room and board) bills.
- (c) Extraordinary uninsured medical expenses for you or your dependents. Proof of hardship must include bills from physicians or hospitals and statements of insurance coverage.
- (d) Payment to prevent eviction or foreclosure from your primary residence. Proof of hardship must include a notice of foreclosure from the mortgage holder.
- (e) Expenses for the repair of damage to a participant's principal residence.
- (f) Necessary and reasonable expenses related to the funeral or burial of a participant's parents, spouse, children, or dependents.

If your request for a hardship withdrawal is approved and the distribution is paid to you, the law requires that you must be suspended from making pre-tax and after-tax Employee Contributions to this Plan (and any other plan of your Employer) for six months after your receipt of the distribution. The amount of your withdrawal is taxable to you as ordinary income in the year that it is paid. In addition, if you are under age 59 ½, your distribution will be subject to a 10 percent penalty tax, unless the hardship distribution is for payment of certain large deductible medical expenses.

The Pension Protection Act of 2006 expands the hardship provisions to include the participant's primary beneficiary under the Plan. A primary beneficiary is defined as an individual who has an unconditional right to all or a portion of participant's account under the Plan upon the death of that participant. Included in the reasons for a withdrawal available to a primary beneficiary are the following—tuition (including room and board), medical expenses and funeral expenses.

To request a hardship withdrawal, you should contact your Employer. All hardship requests are subject to approval by your Employer and the Plan Administrator. Your employer designates the types of contributions available for hardship withdrawal under your Plan. Please refer to the "Your NADART Plan Provisions" sheet for details.

Roth Contribution Form

Roth Contributions to Your NADART 401(k) Plan

WHAT IS THE ROTH 401(K) OPTION?

This option is an employer-sponsored investment savings account that is funded with after-tax money. As long as certain conditions are met, withdrawals of Roth 401(k) Contributions (and any investment earnings) are tax free. Unlike the Roth IRA, the Roth 401(k) has no income limitations for investors who want to participate.

TRADITIONAL CONTRIBUTIONS OR ROTH CONTRIBUTIONS?

It is important you know that the Roth 401(k) option does not replace your 401(k), but rather enhances it. You can still make traditional 401(k) contributions to your plan, but now you have more flexibility. Will you make traditional or Roth Contributions - or both? To help you decide, let's take a look at the benefits of each.

TRADITIONAL CONTRIBUTIONS

Generally, traditional contributions to your 401(k) plan are made on a pre-tax basis and are taxed when the contributions are withdrawn. You pay no taxes now, but pay taxes on your contributions and any earnings when you withdraw your money from the plan.

ROTH CONTRIBUTIONS

With the Roth 401(k), contributions are made on an after-tax basis and are withdrawn tax free. You pay taxes now so that you don't have to when you withdraw your money.

	<input type="radio"/> Traditional 401(k)	<input type="radio"/> Roth 401(k)
Contributions taxed when withheld?	<input type="radio"/> No	<input type="radio"/> Yes
Contributions taxed at withdraw?	<input type="radio"/> Yes	<input type="radio"/> No
Earnings taxed at withdraw?	<input type="radio"/> Yes	<input type="radio"/> No

*Earnings on Roth Contributions are not taxed when withdrawn if certain conditions are met (see Qualified Distribution).

ARE ROTH CONTRIBUTIONS RIGHT FOR YOU?

The main question becomes whether you want to pay taxes now or later, but ask yourself the following questions:

- Will you meet the necessary requirements to take advantage of the tax benefit provided by Roth Contributions?
- Do you expect to be in the same or higher tax bracket at the time you retire, offering you the possibility of paying less in taxes now than you would when you withdraw your money?
- Are you a young employee that can benefit from a lower tax bracket and has years to allow contributions to generate tax free earnings?
- Are you a Highly Compensated Employee (HCE) who can't contribute to a Roth IRA because your income is too high?
- Are you looking for greater estate and retirement planning flexibility? Note: Roth Contributions rolled over into a Roth IRA aren't subject to the regular minimum distribution rules and you wouldn't need to start taking distributions at age 70 1/2.

If you answered yes to any of the above, you may want to consider Roth Contributions or a combination of traditional and Roth Contributions. Remember that every situation is unique. Before making a decision, consult your tax advisor.

ROTH 401(K) AND THE DETAILS OF YOUR PLAN

If you decide to make Roth Contributions, they will impact multiple features of your 401(k) Plan:

PLAN LIMITS

Roth Contributions are subject to the same plan limits that your traditional 401(k) contributions are. Additionally, traditional and Roth Contributions are combined when applying the annual maximum contribution limit. Please refer to www.irs.gov or www.nadart.org for annual limits.

INVESTMENT ELECTIONS

You may select from the same menu of funds you choose from when investing your traditional contributions. If you do not make an investment election, your Roth Contributions will be invested in the default investment election. Please refer to "Your NADART Plan Provisions" sheet and your Summary Plan Description for details.

ROLLOVERS OF ROTH CONTRIBUTIONS

The rollover of Roth Contributions, from another qualified retirement plan, will be accepted into your NADART Plan. It may be necessary for NADART to request, from you and the prior plan administrator, additional information regarding the distribution (see Qualified and Non-Qualified Distributions).

HARDSHIP WITHDRAWALS

Roth Contributions will not be eligible for hardship withdrawal.

LOANS (IF APPLICABLE)

Roth Contributions are not eligible to be distributed as part of a loan. However they can be included when calculating the gross amount available for a loan.

DISTRIBUTIONS IN GENERAL

The same "qualifying events" that apply to distribution of your traditional pre-tax contributions also apply to your Roth Contributions (please refer to your Summary Plan Description).

QUALIFIED DISTRIBUTION

For distribution of your Roth Contributions and any Roth Earnings to be a qualified (tax-free) distribution, certain requirements must be met. The distribution must be made more than five years after the first calendar year in which Roth Contributions were made and after age 59 1/2 (or upon death or disability).

A qualified distribution that is rolled over to another retirement plan or Roth IRA will constitute a basis, or after-tax rollover, of the amount rolled over. The amount will not be subject to further taxation upon withdrawal.

NON-QUALIFIED DISTRIBUTION

An amount distributed prior to satisfaction of the requirements for a qualified distribution. A non-qualified distribution may be rolled over to another retirement plan that accepts Roth rollovers and the rollover will continue to use its "beginning" date. However, if the non-qualified distribution is rolled into a Roth IRA, the Roth IRA beginning date will determine when the amount attains qualified status.

Indirect rollovers of Roth distributions are permitted in certain circumstances (consult your tax advisor).

DIFFERENCES BETWEEN AFTER-TAX VOLUNTARY AND ROTH CONTRIBUTIONS (IF APPLICABLE)

While both After-Tax Voluntary Contributions and Roth Contributions are withheld on an after-tax basis, there are major differences between the two. The chart below compares them:

	<input type="radio"/> After-Tax Voluntary Contributions	<input type="radio"/> Roth 401(k) Contributions
When available for withdraw?	<input type="radio"/> At any time	<input type="radio"/> Only when a "qualifying event" occurs
Contributions taxed at withdraw?	<input type="radio"/> No	<input type="radio"/> No
Earnings taxed at withdraw?	<input type="radio"/> Yes	<input type="radio"/> No**
Allowed in all plans?	<input type="radio"/> No**	<input type="radio"/> No**

*Qualifying events are discussed in your Summary Plan Description.

**Earnings on Roth Contributions are not taxed when withdrawn if certain conditions are met (see Qualified Distribution).

***Refer to "Your NADART Plan Provisions" sheet.

I HAVE READ AND UNDERSTAND THESE ROTH RULES AND LIMITATIONS.

SIGNATURE OF EMPLOYEE

DATE



8400 Westpark Drive | McLean, Virginia 22102 | (800) 462-3278 | nadart@nada.org | www.nadart.org

Beneficiary Designation Form

CLEAR FORM

NADART-2013

NADART Beneficiary Designation Form

Designate beneficiaries to receive payment of the value of your retirement account upon your death. Fax this form to (703) 883-0486 or mail to NADART Plan Accounting, 8400 Westpark Drive, McLean, VA 22102. Please keep a copy for your records.

I. EMPLOYEE INFORMATION

1. Participant Name (Last, First, Middle): _____ 2. Plan ID #: _____
 3. Street Address (City, State, Zip): _____ 4. Social Security #: _____
 5. E-mail Address: _____ 6. Date of Birth: _____
 7. Phone #: _____ 8. Marital Status Married Single Divorced (If married, enter spouse's SSN): _____

II. EMPLOYER INFORMATION (If you are an Encore Account participant, you DO NOT need to complete this section.)

1. Company Name: _____ 2. Phone #: _____
 3. Street Address (City, State, Zip): _____ 4. E-mail Address: _____

III. BENEFICIARY DESIGNATION (If you need additional space to identify beneficiaries, provide the information on a separate sheet. Please sign and attach to this form.)

A. PRIMARY BENEFICIARY(IES) - I name the following as my Primary Beneficiary(ies) to receive this benefit upon my death:

Name in Full	Current Address	Relationship	DOB	%	Social Security #	Phone #

B. CONTINGENT BENEFICIARY(IES) - In the event there is no living Primary Beneficiary(ies) upon my death, I name the following as my Contingent beneficiary(ies):

Name in Full	Current Address	Relationship	DOB	%	Social Security #	Phone #

Percentages in A. PRIMARY BENEFICIARY(IES) must total to 100%. Percentages in B. CONTINGENT BENEFICIARY(IES) must total to 100%.

IV. SPOUSAL CONSENT

This section must be completed by a married participant's spouse, if the participant selects someone other than his/her spouse to receive any portion of his/her death benefit under the plan. The spouse's signature must be witnessed and certified by a notary public. I understand that I am legally entitled to receive the death benefits, and hereby agree, by signing below, to the designation by my spouse of the beneficiary or beneficiaries named above (in the percentages indicated above) to receive death benefits that may become payable under the Plan upon his/her death.

Print Name of Participant's Spouse _____ Signature of Participant's Spouse _____ Date _____
 Notary Public (Wet Signature Required) _____ Subscribed to and sworn to before me
 My commission expires: _____ the _____ day of _____, 20____ (Stamp Seal Here)

V. PARTICIPANT CONSENT

I understand that if I am married, age thirty-five (35) or older, and I designate a beneficiary or beneficiaries other than my spouse to receive any portion of the death benefit payable under the Plan, my spouse will still be entitled to receive the death benefit payable under the Plan unless my spouse agrees in writing to the designation by signing above and by having his/her signature witnessed and certified by a notary public. If I am married and under the age of thirty-five (35), my spouse will be entitled to automatic survivor benefit protection whether desired or not. I understand that I have the right to change my death beneficiary(ies) at any time after attainment of age 35, including the contingent death beneficiary(ies), and to change the method of payment and the percentage of death benefits paid to my death beneficiary(ies) by completing a new NADART Beneficiary Designation Form. I also understand that any beneficiary designation form completed by me should be filed with my Plan Sponsor and a copy filed with the Plan Administrator (if actively employed), or should be filed with the Plan Administrator (if an Encore Account participant).

I hereby certify that the information provided on this form is true, correct and complete.

Signature of Participant _____ Date _____ Notary Public or Authorized Signature/Title for Employer _____ Date _____
If you are an Encore Account participant, please sign this form in the presence of a Notary. If you are an active employee, please sign this form in the presence of a Notary or an Authorized Representative at your employer.

Information Sources

- Website – www.nadart.org
- Plan Information Center – 1-800 4NADART
- Email to nadart@nada.org