



BELK 401(k) SAVINGS PLAN



A retirement designed with *you* in mind.

DEAR EMPLOYEE,

WHEN IS THE BEST TIME TO SAVE FOR RETIREMENT? RIGHT NOW.

Belk is committed to providing you with the best possible benefits program. An important component is the Belk 401(k) Savings Plan (the “Plan”), which enables you to save for retirement. Belk makes significant investments in your retirement savings through matching contributions and encourages you to invest in yourself by participating in the Plan.

Schwab Retirement Plan Services, Inc., the recordkeeper for the Plan, is available to help you learn more about your choices within the Plan. Additionally, you can find helpful information, resources, and tools online at workplace.schwab.com.

PLEASE TAKE TIME TO EXPLORE THE FOLLOWING SECTIONS OF THIS GUIDE:

Page 1 Start contributing.

Page 2 The fundamentals of saving.

Page 3 Plan summary.

Page 5 Choosing your investment strategy.

Which investment approach may work for you?

- Retirement plan advice.^{1,2}
 - Target date retirement funds.
 - Plan-selected funds.
 - Schwab Personal Choice Retirement Account® (PCRA).³
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Page 8 Managing your Plan account.

After reviewing this guide, if you have questions, call Participant Services at **800-724-7526**, Monday through Friday, from 7:00 a.m. to 11:00 p.m. ET.

START CONTRIBUTING.

SAVING FOR YOUR GOALS.

The Plan is a tax-advantaged resource to help you take control of your savings and prepare for your future.

YOU CAN SELECT AN AMOUNT TO CONTRIBUTE.

Your decision on how much to contribute should be based on multiple factors, including your age, your compensation, and the amount of income you may need when you retire. Use the **Paycheck Calculator** on workplace.schwab.com to see how your payroll deduction may affect your paycheck.

DECIDE HOW TO INVEST.

Choose the investments that may help you move toward your goals. For information on choosing investments, review the **Choosing your investment strategy** section of this guide.

SIGN UP.

There are three ways to register and enroll in the Plan:

- Get the Schwab Workplace Retirement App* at workplace.schwab.com/mobile and click **Register Now** to establish your login credentials.
- Go to workplace.schwab.com and click **Register Now** to establish your login credentials.
- Call Participant Services at **800-724-7526**, Monday through Friday, from 7:00 a.m. to 11:00 p.m. ET.

LEARN ABOUT EASY ENROLLMENT.

For your convenience, the Plan offers an Easy Enrollment option. With the push of a button, you can enroll in the Plan at a pre-tax savings rate of 6%. Your contributions will be automatically invested in an age-appropriate target date fund.† Easy Enrollment is available via the mobile app or workplace.schwab.com. Click **Register Now** to create your login credentials. Once you are logged in to your Plan account, click **Go** under **Easy Enrollment**.

CHOOSE YOUR BENEFICIARY(IES).

A beneficiary is the person who will be entitled to your Plan account in the event of your death. You can select one or more primary beneficiaries. You can also pick one or more contingent beneficiaries to receive the proceeds if no primary beneficiary survives. Go to workplace.schwab.com, click **My Profile**, and then select **Beneficiaries** to enter the information. If you are married and want to name someone other than your spouse as the primary beneficiary, your spouse must consent and sign a notarized waiver.

**Requires a wireless signal or mobile connection. System availability and response times are subject to market conditions and your mobile connection limitations. Functionality may vary by operating system and/or device.*

†The age-based investment portfolio and the preselected savings rate are determined by the Plan.

THE FUNDAMENTALS OF SAVING.

PAY YOURSELF FIRST.

In an ideal world, you'd have enough money to pay all your bills and save for retirement, potential emergencies, and other large expenses, such as purchasing a home. But in reality, you may not have enough money to save for all of these expenses at once. A key to saving is to set priorities, with your retirement at the top of the list.

THE ADVANTAGE OF SAVING EARLY.

Here's a look at how contributing \$2,000 a year might add up by age 65:*

POTENTIAL SAVINGS.



*Source: Retirement Savings Calculator, [workplace.schwab.com](https://www.workplace.schwab.com)

Hypothetical examples are for illustrative purposes only and are not intended to represent the past or future performance of any specific investment. Investing involves risk including loss of principal. The balances shown represent the amount contributed annually and the earnings compounded monthly. The examples assume a hypothetical average rate of return of 6.5%, reinvestment of dividends and capital gains, and no current taxes paid on earnings in a retirement plan account. Schwab Retirement Plan Services, Inc. does not provide tax or legal advice.

CONTRIBUTE AS MUCH AS YOU CAN.

Even small amounts saved now can potentially make a difference at retirement, due to the effects of compound interest. Compound interest means you may “earn interest on your interest.” So both the money you contribute and any interest it earns can potentially grow together over time.

TAKE ADVANTAGE OF THE COMPANY MATCH.

Contribute the amount needed to maximize company matching contributions. The company matches 100% of your deferrals up to 4% of your eligible compensation, and 50% of the next 2%, for a maximum match of 5%. To get the full match, you must contribute 6%.

If you're not contributing up to the maximum company match, you may be missing out on an important benefit.

Employer contributions are paid on a pre-tax basis and may be taxable at withdrawal.

BECOME A LONG-TERM INVESTOR.

Saving is also about taking a long-term view. No matter what financial need arises, resist the temptation to stop contributing to your Plan account.

Tips for saving more.

- Save all or a portion of any pay increase.
- Track your spending regularly to find ways you might cut back.

PLAN SUMMARY.

ELIGIBILITY.

You are immediately eligible to participate in the Plan. You may register and enroll in the Plan anytime after you receive your first paycheck.

YOUR CONTRIBUTIONS.

Pre-tax contributions.

You may contribute up to 60% of your eligible compensation before taxes each pay period. Federal law limits the amount you can contribute in a given year. The limit is set annually. For this year's limit, log in to your account at workplace.schwab.com, click **Manage Account**, and then select **Contributions**.

Roth 401(k) contributions.

The Plan includes a Roth 401(k) option. If you decide to make Roth 401(k) contributions, they will be deducted from your paycheck after taxes. You will not pay taxes on any earnings when they are withdrawn—provided that any distribution from your Plan account occurs at least five years following the year you make your first Roth 401(k) contribution and you have reached age 59½ or have become disabled. In the event of your death, your beneficiary will not owe taxes on your Plan account balance either. Your combined pre-tax and Roth 401(k) contributions cannot exceed the annual federal limit or 60% of your eligible compensation.

Catch-up contributions.

If you will be age 50 or older by the end of the calendar year, you may be able to contribute additional amounts to the Plan. You may make catch-up contributions on a pre-tax and/or Roth 401(k) basis. Your combined pre-tax and Roth 401(k) contributions cannot exceed the annual federal limit. Federal law limits the amount you can contribute in a given year. The limit is set annually. For this year's limit, log in to your account at workplace.schwab.com, click **Manage Account**, and then select **Contributions**.

Changes.

You may make changes to your contributions at any time. Please note that the changes you make will be effective as soon as administratively feasible.

ROLLOVERS.

If you have assets in a qualified retirement plan with a previous employer, there may be several options available to help you manage an additional retirement account. For more information, call Participant Services at **800-724-7526**, from 7:00 a.m. to 11:00 p.m. ET, Monday through Friday, or go to workplace.schwab.com.

COMPANY CONTRIBUTIONS.

Matching contributions.

After three months of service, Belk will match your contributions. The match is 100% of your contributions, up to 4% of your eligible compensation, and 50% of the next 2%, for a maximum match of 5%. To get the full match, you must contribute 6%.

VESTING.

Vesting refers to ownership of your Plan account. You are always 100% vested in your own contributions, including any rollovers you make to your Plan account. You are also 100% immediately vested in any company matching contributions made to your Plan account.

WITHDRAWALS.

The Plan is designed primarily to help you save for retirement. You may take money out of your Plan account under the following circumstances:

Age 59½ or retirement.

You may withdraw money from your Plan account when you reach age 59½ or retire.

Early retirement.

You may withdraw money from your Plan account when you have reached age 55, completed at least five years of service, and terminated employment.



Hardship withdrawals.

You may be eligible to withdraw part of your Plan account balance if you experience a financial hardship. If you take a hardship withdrawal, the minimum amount is \$1,000, and your contributions to the Plan will be suspended for six months.

The following items are considered acceptable reasons for a hardship withdrawal:

- Preventing eviction from or foreclosure on your primary residence.
- Repairing damage caused by a catastrophic event to your primary residence.
- Purchasing a primary residence.
- Paying for post-secondary education for you or an immediate family member.
- Paying for medical or dental expenses that cannot be paid by any other means.
- Paying for burial or funeral expenses for an immediate family member.

Hardship withdrawals are subject to ordinary income tax and may be subject to a federal 10% withdrawal penalty. Residents of certain states may also be subject to state penalties. If you feel you are facing a financial hardship, call **800-724-7526**.

Loans.

You may borrow money from your Plan account. You may borrow a maximum of 50% of your vested account balance or \$50,000, whichever is less.

- The minimum loan amount is \$1,000.
- You may have two outstanding loans at a time provided one is a primary residence loan and the other is a general loan.
- Loans must be repaid within four years through payroll deduction.
- Loans to purchase a primary residence are an exception to this rule. These loans must be repaid within 15 years.
- The interest rate on your loan will be the prime rate at the time you take out your loan, plus 1%.
- Each loan will be charged a one-time set-up fee of \$50 as well as a monthly loan maintenance fee of \$2.00.
- If you leave your job, you may be required to pay off the loan to avoid having the unpaid balance become subject to taxes.

For more information and to apply for a loan, call **800-724-7526**.

Termination.

If you leave your job for any reason, voluntarily or involuntarily, you may request payment of the vested balance of the Plan account.

If your vested Plan account balance is less than \$5,000, you will be contacted and provided with information on the options available to you. If your balance is less than \$1,000 and you do not respond, it will be paid to you as a lump-sum distribution.

If your vested Plan account balance is between \$1,000 and \$5,000, Schwab Retirement Plan Services, Inc. will contact you and provide you with information on the options available to you. If you do not respond to Schwab Retirement Plan Services, Inc., the balance will be rolled over to a Charles Schwab Bank IRA. Rollover funds in the Charles Schwab Bank Automatic Rollover IRA are invested in a Federal Deposit Insurance Corporation (FDIC)-insured money market deposit account at Charles Schwab Bank. Funds are insured by the FDIC up to \$250,000 when aggregated with all other deposits held by the IRA owner in individual retirement accounts or self-directed employee benefit accounts at Charles Schwab Bank. Any account balances in Roth 401(k) sources will be rolled over into a Roth IRA, and the five-year qualification period may start over.

If your vested account balance is more than \$5,000, you are not required to take any action until you are ready to take a withdrawal.

Disability.

If you become permanently disabled, you may withdraw your money without penalty.

Death.

In the event of your death, your Plan account balance becomes 100% vested and will be paid to your designated beneficiary or beneficiaries.

*The Plan summary section is only a brief overview of the Plan's features. It is not legally binding. A more detailed Summary Plan Description and/or the Plan document is available from Schwab Retirement Plan Services, Inc. at **800-724-7526**. Please review the Summary Plan Description and Plan document carefully for additional information about specific provisions in the Plan.*

Choosing your investment strategy.

WHICH INVESTMENT APPROACH MAY WORK FOR YOU?

The Plan offers multiple investment strategies to give you flexibility. Some people like to have help selecting their investment choices. Others prefer a more hands-on approach, actively selecting and managing their own investments.

RETIREMENT PLAN ADVICE.

Schwab Retirement Planner®¹

If you're like most people, you're counting on your Plan savings to support you during retirement—but you may not know how to create a portfolio or manage investments. That's why the Plan offers Schwab Retirement Planner.

With Schwab Retirement Planner, you have the benefit of ongoing professional management and the value of a personalized savings and investment approach, all designed to help you work toward your retirement goals.

Your investment strategy will be built on factors such as your current Plan account balance, your savings rate, your expected retirement age, your estimated Social Security benefits, and an estimate of the income you may need in retirement. In addition, you have the ability to further refine your strategy by providing additional details, such as information about assets outside of your Plan account or changes in your retirement savings goal.

Based on these factors, Morningstar Investment Management LLC will provide a personalized savings and investment strategy for you through Morningstar® Retirement ManagerSM. Morningstar Investment Management LLC will then review and adjust your investment mix every three months, if needed. And, at least annually, you can expect to receive a new investment mix to account for any recent information you've shared, along with the fact that you're one year closer to retirement.

The cost for Schwab Retirement Planner, which is outlined in the Participant Fee Disclosure and available for review by contacting Belk, is calculated based on your average daily account balance for the number of days you are in the service and is automatically deducted from your account Plan balance quarterly, so you will not receive a bill. Once you're enrolled in the service, there are no additional costs or penalties for choosing to manage your account on your own if you later decide to do so.

If for any reason you choose not to take advantage of Schwab Retirement Planner, all you need to do is call Participant Services or go online and select your own investments. When you choose to manage your Plan account yourself, you will be responsible for creating your own savings and investment approach, regularly monitoring your investments, and rebalancing and routinely adjusting your portfolio.

In addition, you also have access to a point-in-time advice tool² provided by Morningstar Investment Management LLC that can provide and implement a one-time savings rate and asset allocation recommendation based on your current situation. Log in to your account at workplace.schwab.com to get started. By utilizing the advice tool, you are assuming responsibility for regularly monitoring your portfolio to adjust for changes in the market, your investments, and your risk profile.

TARGET DATE RETIREMENT FUNDS.

Do you want to diversify your Plan account through a single fund? Consider a Vanguard Target Date Retirement Trust Fund. Each of these funds is professionally managed, invested in a variety of asset classes, and rebalanced to become more conservative over time. They are also the Plan's default funds, in the case that you do not make your own investment elections.

How does it work?

- When you enroll, consider selecting the fund that best matches your expected retirement date.
- The mix of investments shifts from more aggressive to more conservative over time.
- Review your investment elections at least annually or after a life-changing event, such as marriage, the birth of a child, or divorce.

View fund profiles and underlying asset classes for each target retirement date fund online by logging in to your account at **workplace.schwab.com**.

PLAN-SELECTED FUNDS.

Do you enjoy researching and choosing among investments? Do you have the time to manage your Plan account at least once a year? Then you may want to select your own investment mix from the Plan's fund lineup.

How does it work?

- First, determine your risk tolerance. You will find a variety of tools and resources to help you at **workplace.schwab.com**.
- Conduct research as needed. Use the resources provided to help you analyze and choose among the Plan-selected funds.
- Decide what percentage of your contribution should go to each fund you selected.

For more information on the funds available in the Plan, log in to your account at **workplace.schwab.com** or call **800-724-7526**. You may transfer existing assets in your Plan account to other investments in the Plan at any time. You may also change your investment elections or rebalance your elections at any time. You should review your investment elections at least annually or after a life-changing event, such as marriage, the birth of a child, or divorce.

OTHER PLAN INVESTMENT CHOICES.

Schwab Personal Choice Retirement Account® (PCRA).³

A PCRA is a brokerage account you manage yourself that provides access to more investment choices than are otherwise available in the Plan. To choose this investment approach, you must first enroll in the Plan at workplace.schwab.com and then complete a PCRA application at Schwab.com.

How does it work?

- Once your PCRA is approved and opened, you may transfer any portion of your funds from existing Plan investments into your PCRA.
- Take advantage of the PCRA tools available at Schwab.com to help you search for and analyze investment opportunities.
- You can place trade orders in your PCRA online through Schwab.com or by calling a Schwab PCRA Representative at **888-393-7272**.

Please note: Schwab Retirement Plan Services, Inc. is restricted from providing access to advice on a PCRA. Some PCRA investments may have initial and subsequent investment minimums. There may be other fees associated with trading. You should review your investment elections at least annually.

For more information on charges and minimums, contact a PCRA Representative at **888-393-7272** (888-393-PCRA).



MANAGING YOUR ACCOUNT.

ACCOUNT STATEMENTS.

You will receive a Plan account statement each quarter. Your statement will summarize recent activity in your Plan account.

WEBSITE.

You can manage your Plan account online at **workplace.schwab.com**. Save time and resources by viewing your Plan statements, reports, and transaction confirmations online.

GO PAPERLESS.

You can do away with paper altogether. Sign up for paperless delivery to stop receiving statements, reports, and transaction confirmations through the mail. Instead, whenever there's a new statement or other document ready to view, you will receive an email to let you know.

- Log in to your account at **workplace.schwab.com**.
- Go to **My Profile > Communication Preferences > Edit Delivery Options**.
- Select your delivery options.
- Confirm or update your current email address.
- Click **Save Changes** and you're done.

SCHWAB WORKPLACE RETIREMENT APP.

Get on-the-go access with the Schwab Workplace Retirement App and track your retirement savings progress. You can check your Plan account balance, view account performance, review your contribution rate, and more. Visit **workplace.schwab.com/mobile** to download it.

PHONE.

You can find out more information about your Plan account through the automated phone system 24 hours a day. You may contact a Participant Services Representative Monday through Friday, from 7:00 a.m. to 11:00 p.m. ET, by calling **800-724-7526**.

ACCOUNT SECURITY.

Be sure to keep your financial information confidential. Don't share identifying data, including your Plan account number, login ID, or password, and keep this information in a secure location. Avoid using the same password for multiple accounts, and change your password at least every six months.

¹Schwab Retirement Planner® provides participants with a retirement savings and investment strategy, a major component of which is a discretionary investment management service furnished by Morningstar Investment Management LLC, an independent registered investment adviser and subsidiary of Morningstar, Inc. Morningstar Investment Management creates discretionary managed portfolios based on human capital methodology using investment alternatives available in the plan. These investment alternatives have been selected by an appropriate plan fiduciary specifically for use in the managed account. Other investment options may be available in the core lineup that are not included in the managed account. For a complete list of the investments which are available under your plan, visit workplace.schwab.com, click on History & Statements, and view the last annual Fee and Investment Notice and any subsequent Change Notices. Morningstar Investment Management is not affiliated with or an agent of Schwab Retirement Plan Services, Inc. (SRPS); Charles Schwab & Co., Inc. (CS&Co.), a federally registered investment advisor; or their affiliates. Neither CS&Co., SRPS, nor their affiliates supervise, make recommendations with respect to, or take responsibility for monitoring the services provided to participants by Morningstar Investment Management. Schwab Advice Consultants, who are not employees of Morningstar Investment Management, facilitate participant access to the Morningstar Investment Management services, but do not provide investment advice or recommendations regarding the Morningstar Investment Management services or generally as part of Schwab Retirement Planner. Use of the term “personalized” in the context of the Schwab Retirement Planner service (“service”) refers to the savings and investment recommendations made by Morningstar Investment Management and personal data that may be provided by the participant which will form the basis for Morningstar Investment Management’s allocation of the participant’s account assets in one of the discretionary managed portfolios and will result in a savings recommendation within the plan and outside of the plan. For plans that do not include a salary deferral feature, this fee-based service does not include a savings recommendation within the plan; references to savings strategy, savings recommendation, and annual savings adjustments are not applicable to these plans. Diversification and asset allocation strategies do not ensure a profit and cannot protect against losses in a declining market. **There is no guarantee a participant’s savings and investment strategy will provide adequate income at or through their retirement. Fees are charged for Schwab Retirement Planner, including its discretionary investment management service, based on the participant’s account balance.** Participants should carefully consider information contained in the materials furnished at their employer’s direction regarding the services provided by SRPS and its affiliates and Morningstar Investment Management, including information regarding compensation, affiliations, and potential conflicts. The Morningstar name and logo are registered marks of Morningstar, Inc.

²At the Plan Sponsor’s direction, participants may also have access to an online interactive tool, currently available at no additional cost. This tool can provide them a point-in-time savings rate and asset allocation recommendation based on the participant’s current situation. These recommendations are formulated and provided by Morningstar Investment Management LLC through Morningstar® Retirement ManagerSM, which is offered by Morningstar, Inc., intended for citizens or legal residents of the United States and its territories, and can be accessed through workplace.schwab.com. The ongoing discretionary management which Morningstar Investment Management provides as part of Managed Account Services does not apply to point-in-time recommendations.

³Schwab Personal Choice Retirement Account® (PCRA) is offered through Charles Schwab & Co., Inc. (Member SIPC), a registered broker-dealer, as part of the Plan, with Plan recordkeeping services provided by Schwab Retirement Plan Services, Inc.

Access to electronic services may be limited or unavailable during periods of peak demand, market volatility, systems upgrades, maintenance, or for other reasons.

This information is not intended to be a substitute for specific individualized tax, legal, or investment planning advice. Where specific advice is necessary or appropriate, you should consult with a qualified tax advisor, CPA, financial planner, or investment manager.



Schwab Retirement Plan Services, Inc. provides recordkeeping and related services with respect to retirement plans and has provided this communication to you as part of the recordkeeping services it provides to the Plan. Trust, custody, and deposit products and services are available through Charles Schwab Bank.

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