Your 401(k) Plan

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The Mashantucket Pequot Tribe (MPT) 401(k) Retirement Plan ("the Plan") can help you save money for your retirement through easy payroll deductions. The Plan includes employer contributions from the Mashantucket Pequot Tribal Nation ("MPTN") that match your pre-tax and Roth after-tax salary contributions.

This SPD is designed to meet legal requirements for summary plan descriptions covered under the Tribal Employee Retirement Income Security Act ("TERISA"). This SPD supersedes all earlier descriptions of the Plan, as of January 1, 2025.

Through careful planning and financial management, it is possible to build a nest egg that could help you realize your retirement goals. MPTN provides the resources, tools and support to help you make investment decisions. Please take the time to review this Summary Plan Description ("SPD") to learn all you can about your Plan's options so that you can implement and further your retirement savings strategy.

This SPD does not cover every provision of the Plan. Complete details about the Plan can be found in the official Plan Document. Rights and benefits under the Plan are governed by the formal Plan Document. If there is a discrepancy or inconsistency between this SPD and the Plan Document, the Plan Document will govern to the extent permitted by law.

This Plan or SPD shall not be deemed to constitute a contract of any type between MPTN and any participant or be consideration for, or an inducement or condition of, the employment of any employee. Nothing in this Plan or SPD shall be deemed to give any employee the right to be retained in the service of MPTN or to interfere with the right of MPTN to discharge any employee at any time; provided, however, that the foregoing shall not be deemed to modify the provisions of any collective bargaining agreements which may be entered into by MPTN with the bargaining representatives of any employees.

If you have difficulty understanding any part of this SPD, contact Human Resources at 1-888-287-4369, Monday through Friday, 8 a.m. to 4 p.m., Eastern Time, except on certain holidays.

Eligibility and Enrolling

Eligibility

You are eligible to enroll in the Mashantucket Pequot Tribe (MPT) 401(k) Retirement Plan if you:

- are an active team member of MPTN, and
- have completed 90 days of employment.

To Enroll in the Plan
Contact the Merrill Lynch Participant Service Center at 1-800-228-4015 or access Benefits OnLine, Merrill Lynch's website, at **www.benefits.ml.com.**

You are not eligible to participate in the Plan if you are a nonresident alien who receives no earned income from MPTN, if you are a leased team member, or if you are a team member covered under a collective bargaining agreement that does not provide for coverage under the Plan.

Enrolling

You must enroll in the MPT 401(k) Retirement Plan in order to participate in the Plan and to be eligible for MPTN matching contributions. You can enroll in the Plan any time after you complete 90 days of employment with MPTN.

To enroll, contact the Merrill Lynch Participant Service Center at 1-800-228-4015 or access Merrill Lynch's website, Benefits OnLine, at **www.benefits.ml.com**.

- The Participant Service Center offers the choice of using the automated Interactive Voice Response (IVR) System or speaking directly with a Participant Service Representative.
  - The IVR System is available 24 hours a day, 7 days a week.
  - Participant Service Representatives are available Monday through Friday, 8 a.m. to 9 p.m., Eastern Time, on all business days that the New York Stock Exchange is open.
- Benefits OnLine is Merrill Lynch's secure website for enrolling or accessing your account 24 hours a day, 7 days a week.

Naming a Beneficiary

As part of the enrollment process, you should name a beneficiary, or beneficiaries, to receive your Plan benefits if you die.

You may name anyone as your beneficiary. However, if you are married, as defined under federal law, your spouse is automatically your beneficiary. To name someone other than your spouse, you must have your spouse's written, notarized consent on the Beneficiary Designation form provided by the Plan. If you name a beneficiary and are later married, your new spouse automatically becomes your beneficiary unless you have your spouse's notarized consent to name someone else. (For beneficiary designation purposes, the term spouse is expanded to include a participant's same-sex spouse.)

If you die without having named a beneficiary, your Plan vested account balance is automatically paid in full to your surviving spouse. If there is no spouse, payment will be made to your descendants, in shares per stirpes, or if there are none to your estate.

Online Beneficiary Designations/Updates

Entering beneficiary information online allows you the convenience of reviewing and updating designations at any time. To designate your beneficiary online, visit **www.benefits.ml.com**.

You may still call the Participant Service Center at 1-800-228-4015 to request a Beneficiary Designation form be mailed to you. Mail the completed form to Merrill Lynch at the address on the form. Merrill Lynch will scan this information into Benefits OnLine. You will be able to view the scanned form online but will not be able to make changes online. The form can also be obtained from Human Resources.

How the Plan Works

You must enroll in the Plan in order to participate and to be eligible for MPTN's employer matching contributions. You can enroll in the Plan any time after you complete 90 days of employment with MPTN.

Once you enroll, you will receive an account statement in the mail every quarter. The statement shows your account balance, as well as any contributions and earnings credited to your account during the reporting period. At Benefits OnLine, **www.benefits.ml.com**, you can view and print your statement or elect to receive your statements via e-mail by changing your delivery preferences.

Employee Contributions

Once you are eligible to participate in the Plan, you can authorize MPTN to deduct an amount between 1% and 50% of your covered earnings (in 1% increments) from your paycheck each pay period on a pre-tax and/or Roth after-tax basis, up to an annual limit which is periodically adjusted for inflation. (For more information, see "IRS Plan Limits" below.) Your contributions will begin with your next regular pay period.

If you are age 50 or older, or will turn age 50 during the current Plan year, there is an additional pre-tax and/or Roth after-tax elective contribution available — catch-up contributions. For detailed information, see "Catch-Up Contributions" below.

Employer Matching Contributions

MPTN will match the amount you contribute, dollar for dollar, up to the first 4% of your covered compensation through weekly employer-matching contributions, beginning with the first pay period for which you make contributions. All employer matching contributions are made on a pre-tax basis.

For example, if you earn $18,000 a year and you contribute 6% throughout the Plan year, you will have contributed $1,080 for the year. MPTN will have contributed $720 ($18,000 X 4%) for the year to your account as a matching contribution. In effect, you have added $1,800 for the year to your 401(k) account, at a cost to you of only $1,080.

IRS Plan Limits

Contributions — both yours and MPTN's — are subject to certain limits under federal tax law, including an annual maximum limit on the amount you can contribute from your covered earnings on a pre-tax and Roth after-tax basis. Your combined pre-tax and Roth after-tax contributions cannot exceed this annual maximum limit. In addition, contributions by some team members may be limited by Section 415 of the Internal Revenue Code, which relates to limitations on contributions and benefits under tax-qualified plans. You will be notified if you are affected by any of these limits.

These IRS limits are periodically adjusted for inflation. Updates are posted annually on Benefits OnLine at **www.benefits.ml.com** or can be obtained by calling the Merrill Lynch Participant Service Center at 1-800-228-4015. These limits are also posted on MPTN's intranet.

Pre-Tax and Roth After-Tax Contributions

With pre-tax contributions, money is deducted from your pay before federal and, in most cases, state and local income taxes are calculated. Also, earnings on your contributions accumulate on a tax-deferred basis. You pay income taxes on your pre-tax contributions and earnings at the time you withdraw them. Roth after-tax contributions are withheld on an after-tax basis from your pay. Current taxable income is not reduced. Any earnings are tax-free if you take a "qualified distribution," which is described under the "When Benefits are Paid and Taxed" section of this document.

Catch-Up Contributions

Catch-Up Contributions If You are Age 50 or Older

Tax law changes allow individuals age 50 or older to make contributions to their 401(k) accounts that go beyond the regular maximum IRS contribution limits. These additional contributions are referred to as "catch-up" contributions because the intent is to provide additional savings opportunities to individuals who might not have had access to 401(k) plans throughout their careers.

You are considered age 50 for the Plan year if you celebrate your 50th birthday any time during the Plan year. For the MPT 401(k) Retirement Plan, the Plan year is the calendar year. So, if your 50th birthday is December 16, for example, you are considered age 50 for the entire Plan year.

If you are eligible and your regular contributions reach the current IRS maximum contribution limit or Plan limit, you can contribute more, up to a separate annual catch-up contribution maximum. These IRS maximums can be found on Benefits OnLine at **www.benefits.ml.com**, MPTN's intranet, or by contacting the Merrill Lynch Participant Service Center at 1-800-228-4015.

You may be eligible to make a catch-up contribution. To make such a contribution, contact the Merrill Lynch Participant Service Center at 1-800-228-4015 or access Benefits OnLine at **www.benefits.ml.com.** For more information, see "IRS Plan Limits".

Here are some other things to keep in mind about catch-up contributions:

- Like your regular contributions, your catch-up contributions must be made through payroll deductions.
- You can authorize an amount from 1% to 99% of your covered earnings, in 1% increments.
- You can make your catch-up contributions over a few pay periods or throughout the year, as long as you keep within the contribution limit.
- You do not need to make the full catch-up contribution. You can elect to make a lower catch-up contribution.
- There is no MPTN match on catch-up contributions.

To elect this catch-up option, contact Merrill Lynch at 1-800-228-4015 or access Benefits OnLine at **www.benefits.ml.com**.

Planning Your Rate of Salary Deferral

Essentially, you have two approaches to consider when planning your salary contributions to the MPT 401(k) Retirement Plan. These approaches are generally suitable for individuals with higher incomes.

- **Spread your contributions across 52 weeks of the calendar year**. This approach provides a consistent stream of new contributions to your 401(k) account (your salary deferral amount, plus MPTN's weekly match). To calculate your optimum deferral rate, use the following formula:
    - Regular Maximum Annual Salary Deferral Limit ÷ your annual earnings = percentage to contribute each pay period.
- **"Front-load" your contributions early in the year.** The potential advantage of this approach is that it enables you to reach your regular maximum annual salary deferral limit earlier in the year than the approach discussed above. However, remember that the Plan matches on a weekly basis. Once you have reached your regular maximum annual salary deferral limit, no further deductions will be made from your paycheck, and no weekly match can be made.

Updates to Limits and Changing Your Contributions

IRS limits on contributions are updated annually on Benefits OnLine and MPTN's intranet. You can increase, decrease, stop, or resume your contributions at any time by contacting Merrill Lynch at 1-800-228-4015 or accessing Benefits OnLine at **www.benefits.ml.com.** Any change you make will be effective with your next regular pay period.

To make sure that you receive the maximum match from MPTN, even if your contributions end early in the year, the Plan uses what is known as a "true-up" calculation at the end of the calendar year. This "true-up" calculation is designed to make up the difference between the maximum employee match (based on your own deferrals) and the amount of MPTN's match that has already been contributed into your 401(k) account.

Using this approach, you will ultimately receive the same amount of employer match as you would by spreading your deferral throughout the year, but a portion of your match will not be placed in your account until after December 31. In order to receive any employer match from this "true-up" process, the Plan requires that you be employed with MPTN as of the last day of the calendar year.

Team members who retire, become totally and permanently disabled, or die during the Plan year will be eligible for the "true-up" adjustment as well. (Please note that normal retirement age is defined as age 65 or the fifth anniversary after which the team member began employment with MPTN, if later.)

Rollover Contributions

You can also make rollover contributions from another employer's tax-qualified plan or a taxable individual retirement account (IRA), such as the following:

- 401(k) plan,
- 403(b) plan,
- 457(b) plan,
- Simple Employee Plan (SEP),
- Rollover (conduit) Individual Retirement Account (IRA), or
- Contributory (traditional) IRA.

For More Information …

Contact Merrill Lynch at 1-800-228-4015 for more information on making rollover contributions. You should also consult your tax advisor.

If you are considering making a rollover contribution, be sure that you understand how the MPT 401(k) Retirement Plan works. For example, you should know how the Plan's withdrawal features may differ from those of your previous employer. You can make a rollover contribution even if you have not yet met the eligibility requirements for your participation.

When Contributions Stop

Contributions to your Plan account stop in the following cases:

- When your employment ends,
- While on an approved leave of absence and no longer receiving a paycheck,
- While you are receiving disability benefits from MPTN's Short or Long-Term Disability Plan.

Also, if you take a military leave of absence, your contributions to the Plan are suspended during your leave. When you return from a military leave, you are eligible to make up contributions to the Plan as if you had actually received your regular covered earnings from MPTN during your leave. Your make-up contributions are eligible for MPTN matching contributions up to applicable limits. The make-up payment period begins upon your return and cannot exceed the lesser of three times the period of military service or five years.

Investments

You can select from several investment options offered by the Plan. Each investment option has its own specific objective. You are responsible for choosing how to invest your Plan account in one or more of the available investment options. The prospectuses on each of the investment choices offered are available upon request by contacting Merrill Lynch at 1-800-228-4015. You can also view and print a prospectus by accessing Merrill Lynch's website, Benefits OnLine at **www.benefits.ml.com**. Furthermore, the website offers investment education materials and interactive planning tools.

The Tribal Employee Retirement Income Security Act (TERISA) imposes certain duties on the parties who are responsible for the operation of the Plan. These parties, called fiduciaries, have a duty to invest Plan assets in a prudent manner. However, an exception exists for plans that comply with TERISA and permit participants to exercise control over the investment of the assets in their accounts and choose from a broad range of investment options. To the extent participants in the Plan exercise such investment control, this Plan is intended to constitute a plan as described in TERISA and applicable regulations. This means that the Plan fiduciaries are relieved from liability for any losses that are the direct and necessary result of investment instructions given by participants or beneficiaries of this Plan.

Understanding Risk

Risk is simply how far up or down the value of an investment may go over a short period of time. A risky fund will normally have greater market volatility than a more conservative one.

Higher risk generally means potentially higher rates of return over a long period of time. In the short term, there is a greater likelihood that a high-risk fund may decrease in value.

Lower risk means less market volatility and potentially lower long-term rates of return.

Investing Your Contributions

When you make your investment selections, the choices you make apply to both your salary contribution and the MPTN matching contribution. For example, say you select four investment choices and allocate your salary contribution among those four selections equally. Your salary contribution and the MPTN matching contribution will both be allocated on a 25% basis to each selection.

You may change the way your future contributions are invested as frequently as once each day. You can transfer your accumulated savings from one investment choice to another once each day as well (subject to certain restrictions). If you make your changes by 4:00 p.m. Eastern Time, your changes will be effective on the next trading day.

To make changes in the way your contributions are invested, call Merrill Lynch's Participant Service Center at 1-800-228-4015 or access Benefits OnLine at **www.benefits.ml.com.**

- The Participant Service Center offers the choice of using the automated Interactive Voice Response (IVR) System or speaking directly with a Participant Service Representative.
    - The IVR System is available 24 hours a day, 7 days a week.
    - Participant Service Representatives are available Monday through Friday, 8 a.m. to 9 p.m., Eastern Time, on all business days that the New York Stock Exchange is open.
    - Benefits OnLine is Merrill Lynch's secure website that allows access to your account.

Diversification: The Best Way to Manage Risk

Diversifying your investments means investing in several different investment choices. By allocating your contributions to several choices, you reduce the risk that one fund's poor performance will have a big impact on your total account balance. Spreading your money among several different choices can help you even out the performance of your account over time. The following free investment services offered by the Plan can help you manage your investment risk:

- GoalManager Portfolio Rebalancing Service
  If you are not sure how to establish a diversified 401(k) investment portfolio, or don't have time to choose individual investment options, this easy service might be the right choice for you. You can select from five pre-mixed models

ranging from lower risk/lower potential reward to higher risk/higher potential reward that represents your investment style and level of risk you are comfortable with. Your selected model will be rebalanced every 90 days to ensure that its original asset mix is maintained.

- Advice Access Service
  When you sign up for Advice Access, this service will adjust your contribution rate and investment allocation (upon your approval) to match its proposed strategy. Advice Access offers the following three implementation options to choose from.
  1. PersonalManager will comprehensively review your personal information approximately every 90 days. Based on any changes in your circumstances, the service will review your investment options and the percentage invested in each one, and make changes as needed. If no changes are needed, it will rebalance your account to maintain the original recommended allocation.
  2. Portfolio Rebalancing will implement the recommendations (or your own investment strategy, if you choose) and then maintains that investment mix until you change it.
  3. One-Time Implementation implements initial recommendations. Further account changes would be your decision.

Default Investment

The Goal Manager Moderate Portfolio is the qualified designated default investment option if you fail to indicate how your contributions should be invested.

Plan Fees

The law requires that applicable fees be disclosed to you. It is important that you understand the costs associated with the Plan and the impact these costs may have on savings.

- Investment Fees
  Asset-based fees include investment management fees and other operating expenses of the Plan's investment options. Investment management fees vary by investment option and include the cost of administering the investment fund options. These fees are described in each fund prospectus and can be accessed through Benefits OnLine at **www.benefits.ml.com** and by contacting the Participant Service Center at 1-800-228-4015.
- Plan Administration Fees
  Generally, Plan administration fees include expenses associated with recordkeeping, compliance support, trustee services, and other administrative services. Recordkeeping fees, for example, are associated with daily administration of the Plan. You are not affected by the cost of these activities.
- Individual Services Fees
  Transaction-based fees are charged to your account for specific transactions and services such as loan set-up fees ($40 per loan) and overnight check services ($25 per check). This category also includes fees relating to certain sales and purchases of investments, such as redemption fees.

The fee structure is subject to change. Additional information about each fund option, including prospectuses and other Plan information such as investment performance and value of shares offered within the Plan, is available through Benefits OnLine at **www.benefits.ml.com** or by calling the Participant Service Center at 1-800-228-4015.

Vesting

Being vested means that you own the contributions and earnings in your account.

You gradually become vested in MPTN's matching contributions and any earnings on those contributions according to the vesting schedule below after you complete one year of continuous service with MPTN. (A team member is credited with one year of vesting service on his or her anniversary date of hire and each annual anniversary thereafter.)

For purposes of vesting, your service with MPTN is calculated from the date you begin working for MPTN until the earlier of:

Always Vested

You are always 100% vested in your salary contributions and their earnings, as well as any amounts you roll over into the plan.

- the date you terminate employment, voluntarily or involuntarily,
- the date you die, or
- the first anniversary of the date you are first absent from service, with or without pay, for any reason such as vacation, sickness, disability, layoff, or leave of absence.

Vesting Schedule

MPTN's matching contributions to your account and any earnings on those contributions vest as follows:

Years of Service	Vesting Percentage
Less than 1	0%
1	20%
2	40%
3	60%
4	80%
5 or more	100%

In addition, you will be fully vested in your account balance in the event of the following:

- You die while actively employed at MPTN,
- You reach age 65,
- Your employment with MPTN ends because you become totally and permanently disabled,
- Permanent discontinuance of MPTN's matching contribution under the Plan, or
- The Plan is terminated, in full or in part.

If You Are Rehired

If you stop working for MPTN and are later rehired, your vesting status for MPTN matching contributions depends on how long you were away from MPTN and whether your time away is considered a break in service.

For vesting purposes, a break in service is a period of at least 12 continuous months that you were not employed by MPTN.

You receive vesting credit for your prior service if you meet at least one of the following requirements:

- You are rehired without a break in service.

- You are rehired with a break in service, but you were away for fewer than five years.
- You were 100% vested before your break in service.

Any unvested portion of your account that you forfeited at the time of your termination can be restored if you meet one of the following requirements:

- You are rehired without a break in service.
- You are rehired with a break in service, but you were away for fewer than five years.

However, if you took a distribution when you terminated your employment, you must repay it in order to be re-credited with the amounts you forfeited when you stopped working at MPTN. You will be re-credited with the amounts forfeited if you repay the entire amount of the distribution on or before the five-year anniversary of the date you received the distribution.

When Benefits Are Paid and Taxed

Payments from 401(k) plans are generally referred to as “distributions.” You are eligible for a distribution from the Plan when you leave MPTN for any reason, become totally and permanently disabled, or die.

As a terminated team member you can continue to leave your funds in the Plan if your vested balance is more than $1,000 and can decide on how it is invested. The $1,000 threshold is applied separately to pre-tax and Roth after-tax monies. This option to leave your funds in the Plan is subject to federal minimum required distributions rules which are described below.

How Benefits Are Paid and Taxed

The form of distribution payment in the Plan is made in cash.

If You Terminate Employment

Should you decide to “cash out” your money from the Plan when you leave MPTN, you will be subject to a mandatory 20% federal income tax withholding for the taxable portion of your distribution. You will also owe a 10% early withdrawal penalty if you are under age 55 when you leave. However, rolling a taxable distribution into an IRA or another qualified plan that accepts rollovers will allow you to defer taxes and avoid penalties. Remember, you can choose to leave all your funds in the Plan or take full or partial distributions at any time and can decide on how it is invested. However, if your balance is $1,000 or less, you will be required to take a full withdrawal. The $1,000 threshold is applied separately to pre-tax and Roth after-tax monies. Funds left in the Plan are subject to federal minimum required distributions rules described below.

Consult Your Tax Advisor

Because tax consequences largely depend on your personal situation, you should consult a tax advisor about the effects of a distribution. You may also want to talk to a Merrill Lynch Retirement Education Specialist at their toll-free number, 1-877-637-1786.

If You Become Totally and Permanently Disabled

You are eligible to receive a cash distribution from the Plan when you become totally and permanently disabled. Human Resources will need to be provided with documentation from the Social Security Administration confirming your situation.

Should you decide to take a distribution from the Plan, you will be subject to a mandatory 20% federal income tax withholding for the taxable portion of your distribution, unless your money is directly rolled over into an IRA or another qualified plan that accepts rollovers. The 10% early withdrawal penalty will not apply as a result of your total and permanent disability. You will also have a non-forfeitable interest in the entire amount of your account balance.

Remember, you can choose to leave all your funds in the Plan or take full or partial distributions at any time and can decide on how it is invested. However, if your balance is $1,000 or less, you will be required to take a full withdrawal. The $1,000 threshold is applied separately to pre-tax and Roth after-tax monies. Funds left in the Plan are subject to federal minimum required distributions rules described below.

Minimum Required Distributions at Age 73 When You Terminate Employment

After you terminate employment with MPTN, unless you direct a total distribution, distribution of the account will be automatically deferred. However, you are required to receive minimum required distributions (MRDs) for your lifetime beginning not later than April 1 of the year following the year you reach age 73. Merrill Lynch will automatically calculate the MRD amounts for you based on the vested account balance and your life expectancy, and the distribution will be made automatically and proportionately across all investments and sources.

MRDs are not rollover-eligible distributions. Thus, they are subject to 10% federal income tax withholding, unless you elect another percentage or opt out of withholding entirely.

Death Benefits

Your beneficiary is entitled to receive a cash distribution of your entire account balance. You become fully vested in your account when you die regardless of your years of service.

When a distribution is made to your spouse on account of your death, it will be subject to a mandatory 20% federal tax withholding for the taxable portion of the distribution, unless directly rolled over into an IRA or another qualified plan that accepts rollovers. Similarly, non-spousal beneficiaries are subject to this same withholding rule for the taxable portion of the distribution, unless the distribution is directly rolled over into an Inherited IRA. The 10% early withdrawal penalty does not apply to beneficiaries — spousal or non-spousal.

Your beneficiary can choose to leave the funds in the Plan and can decide how it is invested. Funds left in the Plan, however, are subject to certain federal distribution rules. These rules will vary based on whether the spouse is the beneficiary and whether your death occurs before or after you were required to begin minimum required distributions described below.

Minimum Required Distributions for Beneficiaries

The federally required distribution rules for beneficiaries is dependent on the participant's date of death and the type of beneficiary. The SECURE Act changed these rules for beneficiaries of participants with a date of death after December 31, 2019. This change in the rules is summarized below where the participant's date of death occurred after December 31, 2019. Beneficiaries of participants who died prior to January 1, 2020 are subject to the prior rules.

If You Die Before Minimum Required Distributions Have Begun

If you die before minimum required distributions have begun (generally, before you reach age 73), distributions to your beneficiary will be as follows:

- If you designated a beneficiary, he or she must withdraw all funds from the Plan no later than December 31 of the calendar year following the 10^{th} anniversary of your death.
- However, if your designated beneficiary is your **surviving spouse**, withdrawals may begin on any date that your spouse initiates a distribution. *(Partial withdrawals are allowable for spouses only per the Plan Document.)* If a balance remains in the Plan, minimum required distributions will begin by December 31 of the year in which you would have attained age 73. The minimum amount of the payments to your spouse will be determined based on the same rules that would have applied to you but will be based on the life expectancy of your spouse.
  Additionally, if your designated beneficiary is **qualified as chronically ill or disabled** (as defined by the SECURE Act), or is **not more than 10 years younger than you,** minimum required distributions will begin by December 31 of the year following the year of your death based on their own life expectancy. Your beneficiary may receive an earlier total distribution and may be eligible to make a direct rollover of their distribution into an Inherited IRA.

- If your designated beneficiary is your **minor child**, he or she must take minimum required distributions by December 31 of the year following the year of your death based on their own life expectancy. Once your child reaches age of majority (where they reside), any remaining distributions must be made within 10 years after your child reaches age of majority.
- If there is **no designated beneficiary**, distributions will be made, per Plan rules, to certain descendants (that is, surviving children, or if not, surviving grandchildren in that line of specific lineage), or if there are none, to your estate and will be completed by December 31 of the calendar year that includes the fifth anniversary of your death.

If You Die After Minimum Required Distributions Have Begun

If you die after minimum required distributions have begun (generally, beginning in the year you reach 73), distributions to your beneficiary will be as follows:

- If your designated beneficiary is your **surviving spouse**, minimum required distributions would continue based on your life expectancy in the year of your death and in subsequent years calculated on your spouse's life expectancy. Otherwise, your spousal beneficiary must receive a total distribution of your remaining account balance.
- If you designated a ***non*-spousal** beneficiary, minimum required distributions will continue based on your remaining vested account balance divided by the longer of (a) your beneficiary's actual life expectancy, or (b) the remainder of your life expectancy which was originally used to determine distributions. Otherwise, your non-spousal beneficiary must receive a total distribution of your remaining account balance.

- If there is **no designated beneficiary,** distributions will continue to your estate over the number of years remaining in your original life expectancy.

Special rules apply if the beneficiary is more than 10 years younger than you.

An affirmative designation of your spouse as the beneficiary is automatically revoked effective as of the date on which a final divorce decree or judgment is entered by a court dissolving the marriage of you and your spouse.

Rollover of Distributions

You may roll over your distribution from the MPT 401(k) Retirement Plan into an IRA or another employer's qualified plan. Rolling over your taxable distribution allows you to continue deferring taxes. (Keep in mind, though, that if you only roll over a portion of your taxable distribution, the amount not rolled over is taxed accordingly. Generally, you have 60 days after receiving your distribution to roll it over into another qualified plan. However, you should check with the plan receiving the rollover for specific details about how rollovers are handled.

Avoid Taxes with Rollovers

Rolling your taxable money into an Individual Retirement Account (IRA) or another qualified plan that accepts rollovers lets you defer taxes and avoid penalties. To request a rollover, contact the Merrill Lynch Participant Service Center at 1-800-228-4015.

There are two ways you can make a rollover to another qualified plan.

- **As a Direct Rollover:** Your distribution check would be made payable directly to your IRA or, if you choose, another employer's qualified plan.
- **As an Indirect Rollover:** Your distribution check would be made payable directly to you and you would receive only 80% of your taxable distribution because the Plan is required to withhold 20% of the payment and send it to the IRS as income tax withholding to be credited toward your taxes.

You can roll over the payment made payable to you by paying it to your IRA or to another qualified plan that accepts rollovers within 60 days of receiving the payment.

If you want to roll over 100% of the payment to an IRA or another qualified plan, you must find other money to replace the 20% that was withheld. If you roll over only the 80% that you received, you will be taxed on the 20% that is withheld and not rolled over.

There are two ways to process your distribution request:

- By contacting Merrill Lynch at 1-800-228-4015 and speaking to a Participant Services Representative, or
- By accessing Benefits OnLine at **www.benefits.ml.com**.

Roth After-Tax Distributions

Because Roth 401(k) contributions are made on an after-tax basis, they are not taxable on distribution. Earnings on Roth 401(k) contributions are also exempt from income taxation on distribution if you satisfy two "qualifying" requirements: (1) you take a distribution from your Roth 401(k) source after you reach age 59-1/2, and (2) five years have passed since you made your first Roth 401(k) contribution to the Plan. You can avoid paying taxes on Roth 401(k) earnings not meeting these two requirements by rolling it over into a Roth IRA or other qualified employer plan that accepts Roth accounts.

Assignment of Benefits and Qualified Domestic Relations Orders (QDROs)

Your benefits under the Plan are solely for you (or your beneficiary). Generally, they cannot be assigned to anyone else and are not subject to garnishment or attachment. However, the Plan will honor Qualified Domestic Relations Orders (QDROs) issued by a court that recognizes the rights of another person under the Plan in situations, for example, involving a divorce settlement. QDRO payments are subject to a mandatory 20% federal tax withholding for the taxable portion of the payment, unless the former spouse, for example, directly rolls it over to an IRA or another qualified plan that accepts rollovers. QDRO payments are not subject to the 10% early withdrawal penalty.

When Benefits Are Not Paid

Some situations can affect your benefit under the Plan. Your benefit may be less than expected or not at all as a result of the following conditions:

- After a divorce, all or a portion of your benefit could be assigned to an ex-spouse, for example, if a court issues a Qualified Domestic Relations Order (QDRO).
- An account balance is reduced if a deemed distribution is granted to satisfy an outstanding loan.
- If you experience a termination of employment before you are fully vested in your account under the Plan, you may not receive all of MPTN's matching contributions allocated to your account.
- Regulations may limit the amount of money you can contribute to the Plan based on the overall contribution levels of other participants.

Accessing Benefits Before Retirement

Withdrawing Benefits Before Retirement

The MPT 401(k) Retirement Plan is primarily a retirement plan. However, if you need money before that time — for an emergency or a large expense — you may be able to take a loan or make a withdrawal.

Loans

You may borrow from your vested Plan account balance without incurring tax liability subject to the following conditions:

Minimum Loan Amount	$1,000
Maximum Loan Amount	Whichever is less: • 50% of your vested account balance minus any current loan balance; or • $50,000 minus your highest outstanding loan balance over the last 12 months
Account Sources*	Your money is withdrawn from the following account sources: • Your pre-tax contributions and earnings (including catch-ups) • Your pre-tax rollover contributions and earnings • MPTN's matching contributions and earnings (your vested portion only) • If needed, your Roth after-tax contributions and earnings (including Roth catch-ups and rollovers)
Interest Rate	Prime rate plus 1% as published in *The Wall Street Journal*
Maximum Number of Loans Per Participant	• No more than two loans outstanding are permitted at any time • There is a 14-day waiting period, after you pay off an outstanding loan, before taking a new loan
Maximum Term of Loan	• 15 years for Principal Residential loans** • 5 years for General Purpose loans
Repayment	Automatically deducted from your weekly paycheck on an after-tax basis

** Monies from the pre-tax and match (vested) sources are taken simultaneously in proportion to the percent of each in the Plan at the investment level. Once all available (vested) monies have been taken from these sources, the Roth after-tax monies are used if necessary.*

*** You need to provide to Human Resources a copy of the signed buyer's/seller's agreement proving that you are purchasing a primary residence.*

Examples on How Maximum Loan Amounts are Calculated:

- **Situation 1: Participant has no Plan loan balance in the last 12 months**
  Keith has a vested account balance of $70,000 and has never taken a loan.
  50% of his vested account balance = $35,000, which is less than $50,000.
  Keith can borrow a maximum amount of $35,000 from his Plan account.

- **Situation 2: Participant has had a Plan loan balance within the last 12 months**
  Carol has a vested account balance of $200,000. Carol wants to take out a general purpose loan, although she already has a general purpose loan with a current balance of $20,000. (She took out the loan six months ago for $30,000.) Because 50% of the account balance is $100,000 (which is more than $50,000), Carol is first limited to a maximum loan amount of $50,000. That $50,000 is further reduced by her highest outstanding loan balance over the last 12 months ($50,000 minus $30,000) making only an additional $20,000 available for her new loan.

Applying for a Loan

You can initiate a general purpose loan through Merrill Lynch's website at **www.benefits.ml.com** or by speaking to a Participant Service Representative at 1-800-228-4015. Residential loans, however, can only be initiated through a Representative and will require documentation that it is for the purchase of your "primary" residence.

Loan requests are processed on the day you initiate the loan if it is confirmed by 4 p.m. Eastern Time on a business day on which the New York Stock Exchange is open. Loan requests made after 4 p.m. (or on holidays or weekends) will be processed on the next business day.

A nonrefundable $40 per loan initiation fee will be withdrawn from your account. The fee is considered an application fee and not part of the loan balance.

Repaying a Loan

You choose the repayment period for your loan — up to five years. If your loan is for the purchase of your primary residence, you can choose a longer repayment period — up to 15 years.

You repay the loan through regular weekly payroll deductions. Your repayment, including interest, goes back into your Plan account, and is reinvested according to your investment choices at the time you repay the loan. In effect, you are paying yourself interest. However, federal tax law does not permit a deduction on your personal income tax for the interest you pay to your Plan account.

You can pay off a loan — in full — at any time with no penalty as follows:

- By contacting Merrill Lynch at 1-800-228-4015 and requesting a Loan Payoff/Repayment form, or
- By accessing Benefits OnLine at **www.benefits.ml.com** and using the Direct Debit Service by selecting the "Loan Payoff" option. (Currently, this option is not available to participants that are no longer employed by MPTN.)

Loan payoffs must be in the form of a certified bank check or money order. Personal checks are not accepted.

You can check the status of your loan payoff by calling Merrill Lynch at 1-800-228-4015 or accessing Merrill Lynch's website at **www.benefits.ml.com**.

Defaulting on a Loan

Because loans from your Plan account are not taxable events, there are tax penalties should you default on your loan. A default is defined as a failure to correct a missed scheduled loan payment before the end of the calendar quarter following the calendar quarter in which the payment was due or not paying off your loan within the 5-year maximum time frame allowed for general purpose loans. If your loan defaults, your loan will be treated as a taxable distribution to you. As a result, the unpaid portion of your loan amount plus accrued interest from the last payment date through date of default will be subject to Federal and State taxes and may be subject to an early withdrawal penalty. In addition, upon distribution of your account balance, your Plan account will be reduced by the unpaid loan amount.

Termination of Employment, Death or Qualified Leave of Absence

If you terminate employment with an outstanding loan balance, you have the option to repay the loan in full or continue to make weekly repayments through Merrill Lynch's Direct Debit Service by accessing the 401(k) website at **www.benefits.ml.com** to have your loan repayments deducted from your checking or savings account. If you do not repay the outstanding loan balance, it will be considered a withdrawal from the Plan and taxed accordingly.

If you die before paying off your loan typically the outstanding balance is treated as a distribution from the Plan taxable to your estate. No early withdrawal penalty applies.

In cases involving a qualified leave of absence, a grace period of up to one year may be granted. After this period has elapsed, loan repayments must begin over the original loan term or the loan will be considered a taxable distribution to you. If you are planning an approved unpaid leave of absence and currently have an outstanding loan amount, please contact Human Resources at 1-888-287-4369.

Loan Repayments During Military Leave

The Plan will suspend loan repayments during the period of your qualified military leave under USERRA. Upon return to employment, you must resume loan repayments with the payment frequency and amount being at least equal to the payment schedule in effect prior to your qualified military leave and you will be required to repay the remainder of the loan by the end of the period equal to the original term of the loan plus the period of such military service. The loan may be re-amortized in order to repay the loan in full (including interest accrued during the qualified military leave) by the end of the period equal to the original term of the loan plus the period of such military service.

Age 59-1/2 Withdrawals

In general, if you are age 59-1/2 or older, you have unlimited access to your entire vested Plan account balance, which includes the following sources:

- Your pre-tax contributions and earnings (including catch-ups)
- Your pre-tax rollover contributions and earnings
- MPTN's matching (vested) contributions and earnings
- Your Roth after-tax contributions and earnings (including catch-ups)
- Your Roth after-tax rollover contributions and earnings

General Rules for Age 59-1/2 and Hardship Withdrawals

The amount available as a withdrawal is reduced by the aggregate amount of any loan you have outstanding at the time your withdrawal request is made. Withdrawals cannot be repaid to the Plan.

The monies for an age 59-1/2 withdrawal will be liquidated on a prorata basis from these sources using all pre-tax sources first and then Roth after-tax sources as needed.

The Plan is required to automatically withhold 20% of the taxable portion of your withdrawal for federal income taxes, unless you directly roll it over into an IRA or another qualified plan that accepts rollovers. (For information on the tax treatment of Roth after-tax distributions see the section on "When Benefits are Paid and Taxed.")

Hardship Withdrawals

In certain circumstances, you may qualify for a hardship withdrawal from your Plan account because of immediate and heavy financial need. Hardship withdrawals are limited to one withdrawal in any 12-month period. According to IRS guidelines, there are seven specific events that qualify as immediate and heavy financial need for hardship withdrawals. They are as follows:

- Unreimbursed medical and/or dental expenses that qualify for a federal income tax deduction and are incurred by you, your spouse, or your dependents,
- The purchase of your primary residence (excluding mortgage payments),
- To prevent eviction from or foreclosure on your primary residence,
- Unreimbursed tuition payments (including room and board and related educational expenses) for the next 12 months of postsecondary education for you, your spouse, or your dependents,
- Payment for burial or funeral expenses for your deceased parent, spouse, children, or dependents, and
- Payment for repairs to your primary residence resulting from damage that would qualify for a tax deduction for casualty losses.
- Expenses or losses (including loss of income) incurred by you on account of a disaster declared by the Federal Emergency Management Agency (FEMA) under the Robert T. Stafford Disaster Relief and Emergency Act; provided, however, that your principal residence or principal place of employment at the time of the disaster is located in an area designated by FEMA for individual assistance with respect to the disaster.

If You Need a Hardship Withdrawal

As a Reminder …
Since the tax laws are complicated and are subject to change, it is recommended that you consult a tax advisor before receiving distributions.

To request a hardship withdrawal, you will need to complete an application with appropriate attachments supporting your financial need. The application can be accessed at Merrill Lynch's website at **www.benefits.ml.com** or you can call Merrill Lynch at 1-800-228-4015 to have an application mailed to your home. You can also obtain an application from Human Resources by calling 1-888-287-4369. Requests for hardships are subject to review and approval.

Only your pre-tax and Roth after-tax salary contributions are available for withdrawal. The monies for a hardship withdrawal will be liquidated on a prorata basis from these sources using your pre-tax source first and then the Roth after-tax source as needed.

The amount of your withdrawal cannot exceed the amount necessary to satisfy your financial need, including any amounts necessary to pay any taxes or penalties resulting from the hardship withdrawal.

The following restrictions apply to hardship withdrawals:

- You must have obtained all other available withdrawals and nontaxable loans available under the Plan, and
- You are limited to one hardship withdrawal in any 12-month period.

Taxes on Hardship Withdrawals

The taxable portion of your hardship withdrawal is subject to federal income tax withholding unless you elect not to have withholding apply. If you do not make an election by the date your distribution is scheduled to occur, federal income tax will be withheld at a rate of 10%. If you elect not to have withholding apply, or if you do not have enough federal income tax withheld from your withdrawal, you may be responsible for paying estimated taxes. You may be subject to tax penalties if your payments of estimated taxes and withholding are not adequate. Further, in addition to income taxes, your withdrawal may be subject to a 10% penalty tax for distributions prior to age 59-1/2. (For information on the tax treatment of Roth after-tax distributions see the section on "When Benefits are Paid and Taxed.")

Claims and Appeals Procedure

Submitting a Claim for Benefits

As a Plan participant, you do not have to file a claim for benefits, and neither does your beneficiary. However, if you feel your benefit has been incorrectly determined and you wish to request a review of that determination, you may file a written notice with the Plan Administrator.

The Plan Administrator has up to 90 days to evaluate and respond to your claim covered under TERISA, unless special circumstances require an extension of time. This extension will not exceed an additional 90 days (180 days total), and you will receive notice of such extension before the end of the initial 90-day period. This extension notice will state the circumstances requiring the extension of time and the date by which a decision is expected. You will be notified within the initial period of circumstances requiring the extension and the date by which the Plan Administrator expects to make a decision.

Filing an Appeal if Your Claim Is Denied

If your claim is denied, in whole or in part, you or your authorized representative can appeal and request a claim review within 60 days after receiving the denial notice.

You or your authorized representative may:

- Submit a written request for review of the denial;
- Have access to, and copies of, all documents relevant to the claim, free of charge;
- Submit documents, issues and comments in writing. These will be reviewed without regard to whether they were considered in the initial claim determination.

You will receive notification from the Plan Administrator of its decision within 60 days of receipt of your appeal, unless special circumstances require an extension. If special circumstances require an extension of time to process your appeal, you will receive notice prior to the end of the original period that the time for rendering a final decision has been extended — but not beyond 120 days from the receipt of your appeal. This notice will set out the circumstances requiring an extension of time and the date by which a decision is expected. Should you receive an adverse claim decision after exhausting your appeal rights, you have the right to seek judicial review. You must file an action in the Mashantucket Pequot Tribal Court under TERISA (Title XV, Mashantucket Pequot Tribal Law, accessible at www.mptnlaw.com) **within one year** after the date on which all administrative remedies are exhausted, that is, by the later of the date on which an adverse determination on review is issued or the last day on which a final decision should have been issued, or you will be forever prohibited from commencing such action.

Tribal ERISA (TERISA) Rights Statement

As a participant in the Plan, you are entitled to certain rights and protections under the Tribal Employee Retirement Income Security Act (TERISA). TERISA provides that all Plan participants shall be entitled to:

Receive Information About Your Plan and Benefits:

- Examine, without charge, at the Human Resources Office and other locations, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor.
- Obtain, upon written request to the Human Resources Office, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) and updated Summary Plan Description (SPD). The Human Resources Office may charge you a reasonable fee for the copies.
- Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to inform participants of this Summary Annual Report (SAR).

Prudent Actions by Plan Fiduciaries:

In addition to creating rights for Plan participants, TERISA imposes duties upon the people who are responsible for operating Employee benefit plans. The people who operate the plans, called "fiduciaries" of the plans, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a Plan benefit or exercising your rights under TERISA.

Enforcement of Rights:

If a claim for a Plan benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain — free of charge — copies of documents relating to the decision, and to appeal any denial, all within certain time schedules.

Under TERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the Plan and do not receive them within 30 days, you may file suit, pursuant to Title XV, Mashantucket Pequot Tribal Law, in the Mashantucket Pequot Tribal Court. In such a case, the court may require the Plan Administrator to provide the materials and pay up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator.

You may also file suit within one year after the date in which the applicable incident described below occurred, pursuant to Title XV, Mashantucket Pequot Tribal Law, in the Mashantucket Pequot Tribal Court if you:

- have a claim for benefits that is denied or ignored, in whole or in part,
- disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order ,
- believe that Plan fiduciaries have misused the Plan's money, or
- believe you have been discriminated against for asserting your rights.

The court will decide who should pay court costs and legal fees. If you are successful, the court may order the persons who have sued to pay these costs and fees. However, if you lose, the court may order you to pay these costs and fees, for example, if it finds the claim is frivolous.

Plan Information

Plan Sponsor

The sponsor of the Plan is the Mashantucket Pequot Tribal Nation (MPTN). The Federal Employer Identification Number (EIN) is 06-0995554. The official address is:

350 Trolley Line Boulevard
P.O. Box 3777
Mashantucket, Connecticut 06338-3777

This Plan Document and SPD supersedes all earlier descriptions of the plans, as of January 1, 2025.

Because the benefits and other programs described in this Plan Document and SPD may change, MPTN will provide updated information as necessary and as required by law.

Plan Identification

The Federal Identification Number of the Plan is 001.

Type of Plan

The Plan is a defined contribution plan. Therefore, the Plan is not subject to or insured by the Pension Benefit Guaranty Corporation (PBGC).

Participating Divisions/Employers/Union

MPTN sponsors and administers the Plan for the following entities:

- The Mashantucket Pequot Tribal Government
- The Mashantucket Pequot Gaming Enterprise (doing business as Foxwoods Resort Casino)
- The Norwich Inn & Spa, LLC
- The Norwich Inn & Spa at Providence, LLC
- Command Holdings, A Pequot Company
- The Mashantucket Pequot Interactive, LLC
- The Mashantucket Pequot Tribal Nation Business Development Company, LLC
- The New England Joint Board, UNITE HERE

Participation in the Plan will not be affected if employees switch employment among the participating divisions.

Plan Administrator

The Plan Administrator, a Named Fiduciary of the Plan, is the Senior Vice President – Human Resources & Administration at Foxwoods Resort Casino. All correspondence to the Plan Administrator should be addressed to:

Senior Vice President – Human Resources & Administration
Foxwoods Resort Casino
350 Trolley Line Boulevard
P.O. Box 3777
Mashantucket, Connecticut 06338-3777

Communication with the Plan Administrator by telephone should be made at 1-888-287-4369.

Plan Trustee and Record Keeper

Bank of America, N.A. is the trustee and record keeper for the Plan.

You can reach them at:

Bank of America, N.A.
1400 American Boulevard
Pennington, New Jersey 08534

1-800-228-4015

Plan Year

The Plan Year is January 1 through December 31.

Agent for Service of Legal Process

The Office of Legal Counsel for MPTN has been designated as the agent for service of legal process for the Plan. Process may be served on the Office of Legal Counsel at the following address:

Office of Legal Counsel
Mashantucket Pequot Tribal Nation
2 Matt’s Path
P.O. Box 3060
Mashantucket, Connecticut 06338-3060

Service of legal process may also be made to the Plan Administrator or the Plan Trustee and Record Keeper.

Plan Changes and Termination

MPTN intends to continue the Plan indefinitely. However, MPTN reserves the right to amend or terminate the Plan at any time. If the Plan is amended, the benefits already credited to participants under the Plan may not be reduced. If the Plan is terminated or if contributions to the Plan are permanently discontinued, all participants will become fully vested in all amounts credited to their accounts, if they are not already vested in such amounts.