



Benefits at Termination for Executive Deferred Compensation Plan (EDCP) Participants Addendum 2023

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General

If you have a balance in the Executive Deferred Compensation Plan (EDCP), distributions will be made based on Plan rules, your personal distribution election, and the account balance. Use the contact below to request additional information or determine your distribution.

Deferred Compensation

Empower: 1-833-847-4015

Website: MyTreeHouseRetirement.com

Each time you enrolled in the EDCP to defer compensation (salary and/or bonus), you were required to make a distribution election for those deferrals before your enrollment was complete. You can log on to the website to view your distribution elections.

Any changes to distribution elections that were made within 12 months of your termination date are null and void, with the prior election retaining its effect.

Distributions from this plan are not eligible for rollover and are taxable at the time of distribution. They are paid through TreeHouse payroll and will be included in your Form W-2.

More details can be found in the plan summary you received during the most recent enrollment period.

Empower is available to assist you with questions with your EDCP distribution. No action is required on your part to request a distribution.