

What do I need to know?

Our retirement plan is moving to Empower Retirement effective March 1, 2021. The plan will have a new website, dollartree.com/retire or familydollar.com/retire, and phone number, **866-906-0242**.

Do I need to do anything to move my account to Empower?

No. No action is required on your part to transition your account from Wells Fargo to Empower. Your account will transfer automatically.

Who is Empower?

Empower Retirement was established in 2014 through a merger of three financial industry leaders — Retirement Plan Services, Putnam Investments and Great-West Financial. Headquartered in metro Denver, Empower Retirement administers \$709 billion in assets¹ for more than 9.4 million retirement plan participants.² It's the nation's second-largest retirement plan record keeper by total participants.³ Empower serves all segments of the employer-sponsored retirement plan market — including some of the largest 401(k) plans in the country. For more information please visit empower-retirement.com.

Why was Empower Retirement chosen as the new record keeper?

Dollar Tree and Family Dollar are always assessing our partners to ensure we're providing relevant, value-added benefits. We selected Empower for their reduced fees, exceptional service, and enhanced tools and technology.

When will this transition start and end? Is there a time when I will not be able to transact in or access my account?

See the *Key Dates* tab on dollartree.com/retire or familydollar.com/retire for details about important dates and deadlines. There will be a blackout period during which you will be unable to access your account.

What is a blackout period?

As a result of this transition, you will be temporarily unable to transfer or change investments in your account or obtain a loan, withdrawal or distribution. During this "blackout period," your investments will continue to gain and/or lose value depending on market conditions. At this time, the Wells Fargo participant website will also be unavailable for transactions. The blackout period will give us time to transfer your plan's administrative records from Wells Fargo to Empower Retirement. This record transfer will include things like your account balance, deferral elections, loans, beneficiaries and more, so everything will be ready to go for you at Empower once the plan goes live.

Will I need to make new deferral elections?

No. Current deferral elections will carry over to Empower when the plan goes live. After the transition you can make deferral changes quickly and easily with Empower at dollartree.com/retire or familydollar.com/retire or by calling **866-906-0242**.

Will I need to make new beneficiary designations?

No. If you have already elected a beneficiary with Wells Fargo, that information will be provided to Empower. After the transition you can designate and change beneficiaries with Empower at dollartree.com/retire or familydollar.com/retire or by calling **866-906-0242**.

What happens to payroll deductions of my contributions during the blackout period?

Payroll deductions will continue as usual during and after the blackout period and will be reflected in your account shortly after the blackout period ends.

What happens to my outstanding loan(s) during the blackout period?

None of the terms of your loan(s) will change. Outstanding loans with Wells Fargo will automatically transfer to Empower, and loan repayments will continue uninterrupted during the transition period.

Is there an app (smartphone application) available?

Yes. Search *Empower Retirement* to find and download the free app for mobile devices or Apple Watch® available in the App Store® from Apple® for iOS® or on Google Play™ for Android™.

Are the contribution limits or company match changing?

No, you can continue to contribute any percentage of your eligible pay to the plan, and contributions will continue to be matched at 100% up to the first 5% of compensation. As a reminder, your deferral amount in any taxable year may not exceed the IRS limit, which is \$19,500 for 2021. If you are over age 50 and catch-up eligible, you can defer an additional \$6,500.

Are the investment choices changing?

Your future investment lineup with Empower will remain the same as your current offering except for one fund, and most of your Dollar Tree Retirement Savings Plan account assets will remain invested in the same funds during and after the transition. The only exception involves the WF/BlackRock S&P 500 Index CIT N Fund, which will be liquidated and reinvested in the Fidelity 500 Index. Two new funds will be added to the lineup as well. Read more in the *How your account will transfer* section of the transition brochure, available on the *Transition Details* tab at dollartree.com/retire or familydollar.com/retire.

Will I need to register on the new website?

Yes, you will need to establish a new username and password. For security reasons, this information does not transfer from Wells Fargo.

How will I access my Dollar Tree Retirement Savings Plan account at Empower?

On March 15 when the plan is live, you can log in to your account online at dollartree.com/retire or familydollar.com/retire. You can also obtain account information by calling Empower at **866-906-0242**. Retirement representatives are available weekdays from 8 a.m. to 10 p.m. Eastern time (excluding most financial market holidays) and Saturdays from 9 a.m. to 5:30 p.m. Eastern time.

What new online tools will be available?

The Empower online experience lets you:

- Easily see how saving more may affect your retirement outcome and make changes with a single click.
- Quickly view the percentage of income you're projected to replace in retirement.
- Receive an estimate of what your healthcare costs may be in retirement, because healthcare budgeting plays a major part in retirement planning.
- See how your savings compare with those of other Empower participants in your age group and salary range.
- Access online education articles and calculators, in the *My Financial Path* section, to help you sharpen your focus on your financial well-being.

How can I learn more?

We encourage you to read the transition brochure available on the *Transition Details* tab at dollartree.com/retire or familydollar.com/retire for all the dates and details of the transition. In addition, watch your mailbox the week of March 14, 2021, for a postcard letting you know that the Dollar Tree Retirement Savings Plan is live with Empower. Associates are encouraged to go to dollartree.com/retire or familydollar.com/retire to enter an email address or to confirm the email address on file is correct. Empower will send communications via postal mail to those with no email address on file in the system.

1 As of September 30, 2020. Information refers to the business of Great-West Life & Annuity Insurance Company and its subsidiaries, including Great-West Life & Annuity Insurance Company of New York and GWFS Equities, Inc. GWLA's consolidated total assets under administration (AUA) were \$709.9B. AUA is a non-GAAP measure and does not reflect the financial stability or strength of a company. GWLA's statutory assets total \$54.8B and liabilities total \$51.8B. GWLANY statutory assets total \$1.69B and liabilities total \$1.57B.

2 As of September 30, 2020.

3 Pension & Investments 2020 Defined Contribution Survey Ranking as of April 2020.

Dates and times are subject to change.

Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower Retirement for a prospectus, summary prospectus for SEC registered products or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

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