

PLAN FEATURES

CKE Savings Plan



The following provides answers to some of the most common questions about the plan. For more information, please ask your benefits representative for a copy of the Summary Plan Description.

WHEN CAN I ENROLL?

All employees eligible to save in the plan will be automatically enrolled and set up to make pretax contributions of 2% of their salary¹. Contributions will be invested in a Vanguard Target Retirement Fund, based on your date of birth and an estimated retirement age of 65². You are eligible to participate or enter the plan anytime.

HOW MUCH CAN I CONTRIBUTE TO THE PLAN?

You may make pretax contributions of 1% to 75% of your salary, up to \$19,000, the IRS annual limit for 2019. Contributions can be made in whole percentage increments only. If you are age 50 or older by the end of the calendar year, you may qualify to make additional catch-up contributions of up to \$6,000 in 2019. In addition, as a way to help you save for retirement, your plan offers you the option to sign up for automatic contribution increases. Automatic contribution increases are a way to gradually save more. Sign up for automatic contribution increases any time online.

DOES CKE RESTAURANTS MAKE ANY CONTRIBUTIONS?

For every dollar you put in the plan, your employer will contribute 25%, up to 6% of your salary. Matching contributions are made on a per pay period basis. Your employer match does not apply to catch-up contributions.

CAN I ROLL OVER MONEY INTO MY PLAN?

You have multiple options available to you when it comes to the money in your plan. Provided the funds come from a qualified plan, they can be rolled over; or they can be deposited into an Individual Retirement Account (IRA), left in the prior employer's plan (if allowed), or cashed out. Each of these options has advantages and disadvantages and the one that is best depends on your individual circumstances. You should consider features such as investment options, fees and expenses, and services offered. Before taking any action, consider speaking with your current retirement plan administrator and tax professional.

IS MY ACCOUNT AUTOMATICALLY REBALANCED?

A feature selected by your employer, your plan provides you with an option to help you maintain your account's targeted asset allocation with automatic rebalance. Rebalancing your account on a regular basis may help to keep your investments in line with your chosen risk level and asset allocation. If you choose to invest in target date funds, automatic rebalancing is taken care of for you since it is a built-in feature of the fund. If you select investments from the individual fund options in your plan, you have the option to add automatic rebalancing to your account. After you enroll in the plan, you can add automatic rebalancing by signing on to your account at wellsfargo.com or by calling **1-800-SAVE-123** (1-800-728-3123).

WHEN DO I BECOME VESTED IN MY ACCOUNT?

Vesting refers to your "ownership" of a benefit from your plan. You are always 100% vested in the money you contribute to the plan and the earnings on that money.

You will be vested in your employer's contributions according to the following schedule:

Years of service	Vested amount
Less than 1 year	0%
1 year	25%
2 years	50%
3 years	100%

ARE LOANS PERMITTED?

You may borrow up to \$50,000 or 50% of your vested balance, whichever is less. The minimum loan amount is \$1,000³.

3 WAYS TO CONNECT WITH YOUR RETIREMENT PLAN

MOBILE: wellsfargo.com

Manage your account using your smartphone. Visit wellsfargo.com on your phone's internet browser or download the Wells Fargo mobile app; sign on with the same username and password you use to access your account on a computer. Then select your retirement plan balance. For more detailed investment information, access your account on a computer.

COMPUTER: wellsfargo.com

To get started, select **Enroll** at the top of the page to register for online access. Or, if you have other Wells Fargo accounts that you access online, sign on using the same username and password you use for those accounts. After registering, select your retirement plan name from the Account Summary page and view your online retirement plan Dashboard.

CALL US: 1-800-SAVE-123 (1-800-728-3123)

To access your account by phone, you'll need your Social Security number (SSN) and your personal identification number (PIN), which is initially the last four digits of your SSN. Representatives are available to answer questions Monday through Friday from 6:00 a.m. to 10:00 p.m. Central Time.

Stay informed

Sign up to receive retirement plan information by email.

While online, receive account statements, plan information, and retirement planning resources by signing up for e-delivery.

Your employer has chosen automatic enrollment as a feature of your plan and has also chosen the fund to be used with automatic enrollment.

This investment has been selected by your employer as your plan's default fund. For more information about these funds, obtain a current prospectus by calling 1-800-SAVE-123 (1-800-728-3123), visiting wellsfargo.com, or by calling your plan administrator. Target date funds are mutual funds sold by prospectus. Please consider the investment objectives, risks, charges and expenses carefully before investing. The prospectus, and, if available, the summary prospectus, which contains this and other information, can be obtained by calling your financial advisor, plan administrator, Wells Fargo Retirement Service Center, or visiting the Wells Fargo 401k website. Read the prospectus and, if available, the summary prospectus carefully before you invest.

¹Many qualified retirement plans offer a loan option not available in IRAs. Also, if you currently have an outstanding loan from your qualified plan, an in-service distribution may cause the loan to be deemed a taxable distribution.

Traditional IRA distributions are taxed as ordinary income. Qualified Roth IRA distributions are not subject to state and local taxation in most states. Qualified Roth IRA distributions are also federally tax-free provided a Roth account has been open for at least five years and the owner has reached age 59 ½ or meet other requirements. Both may be subject to a 10% Federal tax penalty if distributions are taken prior to age 59½.

This communication piece is intended to summarize some of the benefits and requirements of the plan. It is not intended to provide a full description of all of the plans, programs, policies, terms of eligibility, or restrictions. All statements made in this brochure are subject to the terms of the official plan, program, and policy documents. In the event of a conflict between the official documents and this brochure, the official plan documents are controlling. The Plan Sponsor reserves the right to amend, modify, or terminate each of its employer-sponsored plans, programs, and policies at any time, in whole or part, without notice for any reason. The information shown is not intended to provide any suggestion that you engage in or refrain from taking a particular course of action.

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Investments in retirement plans

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