

HEALTH WEALTH CAREER

# NEW OPPORTUNITIES AHEAD FOR YOUR RETIREMENT



MAKE TOMORROW, TODAY

 MERCER

Your guide to the  
**Mister Car Wash 401(k) Retirement Plan**

  
**Mister®**



# Brighten Your Outlook®

Welcome to the Mister Car Wash 401(k) Retirement Plan. Mercer Investments, LLC, the plan administrator appointed by your Plan's sponsor has selected Mercer Wise<sup>SM</sup> to be your new retirement service provider. We're excited to help you plan for the retirement you've always wanted. Your employer has chosen us because we're dedicated to helping you from the day you start saving to the day you call it a career—and every day after that. This guide provides tools and information to develop your retirement savings strategy quickly and easily.

## What you should know

**You have a valuable benefit.** Retirement might seem like a subject for another day, but your company provided retirement plan is an important benefit you shouldn't overlook. Your plan offers a powerful way to enhance your long-term financial well-being —by investing in yourself. It helps you brighten *Your Retirement Outlook*® (our barometer of your progress toward retirement readiness) to handle what could be the biggest expense of your life.

**You'll get some powerful planning tools.** On your plan website, [mercerwise.trsretire.com](http://mercerwise.trsretire.com), you'll find what you need to make smart decisions, from our interactive tools to our automated investment services. The Transamerica app lets you put your plan in your pocket. And no matter how you access your account, you'll always know Your Retirement Outlook with a personalized "weather icon" (rainy, cloudy, partly sunny, or sunny) that makes it easy to see if your strategy has you on course toward your retirement income goal—or if you need to take action.

**We're here to help.** From easy-to-understand education to customer service, we'll be with you every step of the way to and throughout retirement. Go to your plan website or call our toll-free number for personalized account assistance, investment guidance, and retirement planning support.

If you were rehired, your previous investment elections may no longer be valid. Please sign in to your plan website or call us to review and/or update how you want new account contributions to be invested.

## What you should do

**Join the plan!** Once you're eligible and start saving for your future, the easier it will be to ensure a comfortable life during retirement.

**Set up your online access.** Follow the instructions to create a username and password, then follow the enrollment path to choose contributions, investments, and more, or **call our toll-free number** (follow the prompts to access and secure your account using your voice).

**Determine your Pre-Tax Deferrals contribution rate.** Experts agree that most people will need to contribute at *least* 10% of pay to meet their income needs throughout retirement. Think about contributing at least enough to take advantage of your employer's full matching contribution. The tools on your plan website can help you decide how much to save.

**Make sure you're saving enough.** If your target seems out of reach, our annual **auto-increase** service can help you get there gradually. Get started by signing in to your account; from the Manage menu, select "Contributions" then elect "auto-increase." Participants should evaluate their ability to continue the auto-increase service in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency.

If you'll be at least age 50 this year, you may be able to make extra "**catch-up**" contributions above the regular IRS limit.

**Determine your investing style.** Your plan enables you to diversify and rebalance your investments by making a single decision—or you can build your own portfolio by choosing among a wide range of carefully screened investment options.

**Complete your retirement profile** in our **OnTrack®** tool for a comprehensive view of *Your Retirement Outlook®* and specific ways you may be able to improve it. To get started, sign in to your account and click "Update" on your Account Overview page or "OnTrack" in the Resource Center menu.

**Name your beneficiaries.** This simple but important step ensures your account assets will go where you choose in the event of your death. Look for "Beneficiaries" in your account Home menu on your plan website.

**Sign up for e-documents.** Electronic delivery of statements, confirmations, notices, and investment materials can save you time and reduce your clutter.

**Consider consolidating.** If you have retirement accounts with other financial providers or in IRAs, you may **roll over**, or transfer, any portion of your balances to your plan account at any time. This could make planning easier, simplify your finances, and offer other benefits. Just make sure to review transfer fees other providers may impose, and consider whether a move would change features or benefits that may be important to you. For step-by-step guidance, call **888-976-4907**.

*Employer-sponsored retirement plans may have features that you may find beneficial such as access to institutional funds, fiduciary selected investments, and other ERISA protections not afforded other investors. In deciding whether to do a rollover from a retirement plan, be sure to consider whether the asset transfer changes any features or benefits that may be important to you. Review the fees and expenses you pay, including any charges associated with transferring your account, to see if rolling over into an IRA or consolidating your accounts could help reduce your costs.*

The material in this retirement plan guide was prepared for general distribution. It is being provided for informational purposes only and should not be viewed as an investment recommendation. If you need advice regarding your particular investment needs, contact your financial professional.



# Plan highlights for the Mister Car Wash 401(k) Retirement Plan

*These highlights represent only an overview of plan provisions. For full details, including any conditions or restrictions, please refer to the Summary Plan Description (SPD) available on the participant website or by calling 888-976-4907.*

## Your contributions

### Pre-Tax Deferrals

#### Roth Deferrals

##### Eligibility

**Age:** 18

**Service:** 6 month(s)

**Plan entry date:** As soon as administratively feasible following the date you met the eligibility requirements.

##### Contribution limits

Your traditional contributions are deducted from your paycheck before taxes each pay period. The IRS limits how much you can contribute each year; the current IRS annual limit is \$19,500. If you are (or will be) at least age 50 during the current calendar year, you can make additional "catch-up" contributions (\$6,500) above the regular IRS annual limit for the year. Please note these limits are indexed annually by the IRS.

You can contribute from 1% up to 75% of your pay, subject to the maximum amount permitted by law.

- You may elect to increase, decrease, or stop your contributions at any time. Changes will go into effect as soon as administratively feasible.
- Also, your plan offers the auto-increase service, which lets you schedule automatic annual increases to your contribution rate by an amount you choose. (You can sign up, make changes, or cancel online.)

### Pre-Tax Deferrals contribution or Roth Contributions?

You may save with traditional before tax dollars, after-tax Roth dollars, or a combination of both, up to the overall limits noted previously. In general, which to choose depends on whether you think you'll be in a higher or lower federal tax bracket when you withdraw your money than you are now. The Roth calculator on your plan website can help you determine which may be right for you.

##### Vesting

Vesting refers to your "ownership" of your account—the portion to which you are entitled even if you leave the plan. You are always 100% vested in your own contributions plus any earnings on them (including any rollover or transfer contributions you have made).



# Car Wash Partners, Inc. dba Mister Car Wash contributions

## Matching contribution

### Employer Match

#### Eligibility

**Age:** 18

**Service:** 6 month(s)

**Plan entry date:** As soon as administratively feasible following the date you met the eligibility requirements.

#### Contribution Amount

Car Wash Partners, Inc. dba Mister Car Wash may make a discretionary matching contribution on your behalf.

#### Vesting

You are 100% vested in the Employer Match contributions after 1 years of service.

For vesting purposes, the plan defines a year of service using elapsed time. You will receive credit for a year of service regardless of how many hours you work in an employment year.

## Qualified Match (QMAC)

#### Eligibility

You are immediately eligible for this contribution.

#### Contribution Amount

Car Wash Partners, Inc. dba Mister Car Wash may make a discretionary qualified matching contribution on your behalf.

#### Vesting

You are always 100% vested in the Qualified Match (QMAC) contributions.

## Non-matching contribution

### Qualified Non-Elective (QNEC)

#### Eligibility

You are immediately eligible for this contribution.

#### Contribution Amount

Whether or not you contribute to your account, Car Wash Partners, Inc. dba Mister Car Wash may make discretionary, qualified "non-elective" contributions to your account on a tax-deferred basis.

#### Vesting

You are always 100% vested in the Qualified Non-Elective (QNEC) contributions.

## Additional plan details

**Note:** You may *not* participate in the plan if you are:

- Puerto Rico Based Employees
- Independent Contractors

## Investment choices

You decide how your account will be invested among the available choices.

For detailed, up-to-date information on the investment options in your plan, including possible trading restrictions, please visit [mercerwise.trsretire.com](http://mercerwise.trsretire.com).

Car Wash Partners, Inc. dba Mister Car Wash, has chosen a default investment option, also known as a Qualified Default Investment Alternative (QDIA), which was selected for you in accordance with section 404(c)(5) of ERISA and other legal regulations. Even though you did not make an affirmative investment election, the plan fiduciary is not liable for any losses that result from investing your assets in the QDIA. Unless you choose otherwise, your account will be invested in State Street Target Retirement Target Date Funds, that correspond to your assumed retirement age of 65.

The way contributions are invested in your account is referred to as your "investment allocation." You may change your allocation at any time.

In addition, you may transfer existing balances among your investment choices at any time (transfers may be subject to certain restrictions).

If you were rehired, your previous investment elections for new contributions may no longer be valid. Please sign into your account at [mercerwise.trsretire.com](http://mercerwise.trsretire.com) or call **888-976-4907** to confirm or update your elections.

**Target Date Funds:** *These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The investment manager for these options manages the options against a custom index, which reflects an asset allocation developed by the investment manager in light of the option's target retirement date. The principal value of the investment option is never guaranteed, including at and after the target date.*

## Withdrawals and distributions

### In service

You may withdraw your vested balance while employed if you:

- Are at least age 59½
- Have certain contributions which allow in-service withdrawals at any time
- Experience financial hardship as defined in your Summary Plan Description

### After service

You may take distributions of vested funds from your account if you:

- Retire at the plan's normal retirement age of 65
- Terminate employment
- Become disabled





In addition, upon your death, your designated beneficiaries will receive any vested amount remaining in your account.

Generally, if you're no longer actively working for your employer as of April 1 of the year after you reach age 72 (if you were born after June 30, 1949) or age 70 ½ (if you were born before July 1, 1949), you are required to begin taking required minimum distributions (RMDs) from your account.

## Expenses and fees

Your costs to participate in the plan may include:

- General plan administrative fees for ongoing services such as recordkeeping, website management, and communication services.
- Investment, operating and management expenses charged by the investment providers.

For details on administrative fees and credits (if applicable), please see "Important Information Regarding your Plan" at the end of this guide or on the "Fund and Fee Information" in the Review menu of your plan website. Except for investment expenses, which are deducted from the investments you hold and reflected in your investment returns, actual fees and credits will appear on your quarterly account statements.

## 404(c) Notice

Your plan is intended to comply with ERISA section 404(c) and final regulation 2550.404c-1 of the Internal Revenue Code. This means you have the flexibility (and responsibility) to choose among the investment options provided under the plan in a way that best meets your objectives. In general, by providing you with this ability and a variety of investment choices, your Plan Sponsor, Mercer, is not liable for any losses that occur as a direct result of investment in the available options as directed by you or your beneficiary.

In addition to the information in this guide, you can obtain, upon request:

- Prospectuses, summary prospectuses, or similar documents relating to each investment option.
- Financial statements or reports or similar materials relating to each investment option.
- Information regarding the value of shares or units in the investment options as well as the date of valuation. (Please see your account statement.)
- A list of the assets comprising the portfolio of each investment option which will constitute "plan assets" under Reg. 2510.3-101, and the value of each such asset.

For additional information, please visit the participant website, [mercerwise.trsretire.com](http://mercerwise.trsretire.com).

**Important: The projections or other information generated by the engine regarding the likelihood of various investment outcomes are hypothetical, do not reflect actual investment results, and are not guarantees of future results. Results derived from the tool may vary with each use and over time.** Please visit [mercerwise.trsretire.com](http://mercerwise.trsretire.com) for details on the criteria and methodology used, the tool's limitations and key assumptions, and other important information.

*You should evaluate your ability to continue the auto-increase service in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency. Matching contributions are subject to plan vesting requirements. Descriptions of plan features and benefits are subject to the plan document, which will govern in the event of any inconsistencies.*

# Your income goal

**Most of your retirement income will come from you.** Social Security covers only about 33%\* of the average retiree's income. For 2019, the typical Social Security benefit was around \$1,470 a month, or slightly over \$17,600 a year. And while some people will receive pension benefits from current or former employer(s), most of your retirement income will likely come from your own savings and investments. This makes it critical that you do as much as you can now to save for your future.

\* "Social Security Fact Sheet," Social Security Administration, 2019

## How much is enough?

A common rule of thumb is that you'll need to replace 80% of your final working salary to maintain your living standard in retirement—though you could need more or may be able to get by on less. To get there, many financial experts recommend that you steer 10% to 15% of your pay toward retirement. However, everyone's situation is different. The **Retirement Outlook Estimator<sup>SM</sup>** tool (in the Resource Center of your plan website) can help you personalize your goal.

Getting your contribution rate to where it should be can seem like a difficult leap from where you stand. So, consider using our auto-increase scheduler to raise your plan contributions gradually — once a year by an amount that's easy to handle, on a date that's easy to remember (say, 2% on your birthday). Thanks to compounding (the earnings on your earnings), even small, regular increases can make a big difference over time. In fact, the sooner you start saving, the less you may have to save to reach your goal.

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# Your investment strategy

## Asset allocation and diversification

Spreading your risk among different types of investment options is important for building a nest egg that will meet your needs throughout retirement. This way, temporary downturns in one type of investment may not affect your whole retirement savings account. To do so, you should familiarize yourself with two key concepts:

- **Asset allocation**, an overall strategy for dividing your investments across the major asset classes (stocks/equities, bonds/fixed income, and cash equivalents); and
- **Diversification**, or dividing your investments within those classes (for example, among domestic and foreign stocks, shares of large and small companies, bonds of different qualities and terms).

*Asset allocation and diversification do not assure or guarantee better performance, cannot eliminate the risk of investment losses, and do not protect against an overall declining market.*

Your strategy should depend upon two factors:

- Your **time horizon** (how long you have until you'll need the money); and
- Your **risk tolerance** (how well you tend to handle the market's ups and downs).

In general, the longer your time horizon and higher your risk tolerance, the more you may want to focus on stocks, which have outperformed other types of investments over time periods of 20 years or more.





# Your plan offers two ways to diversify your investments:

## 1) Make a single decision

### Target Date funds

Each fund targets its investment mix to a specific year. The fund's manager chooses and rebalances each fund's holdings based on your time horizon: the farther away from the target date, the more the fund will focus on more aggressive stock and other growth investments; as the target date approaches, the managers gradually shift their focus toward more conservative bond investments on a schedule called a "glide path." Each fund is designed as a total investment solution.

(See below for general guidelines; full fund profiles are on your plan website.)

State Street Target Retirement Income Non Lending Series A	State Street Target Retirement 2045 Non Lending Series A
State Street Target Retirement 2020 Non Lending Series A	State Street Target Retirement 2050 Non Lending Series A
State Street Target Retirement 2025 Non Lending Series A	State Street Target Retirement 2055 Non Lending Series A
State Street Target Retirement 2030 Non Lending Series A	State Street Target Retirement 2060 Non Lending Series A
State Street Target Retirement 2035 Non Lending Series A	State Street Target Retirement 2065 NL Class A
State Street Target Retirement 2040 Non Lending Series A	

**Target Date Funds:** These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The investment manager for these options manages the options against a custom index, which reflects an asset allocation developed by the investment manager in light of the option's target retirement date. The principal value of the investment option is never guaranteed, including at and after the target date.

## 2) Build your own portfolio

You can build your own portfolio by choosing among the "core" funds in your plan. Your plan offers a wide range of choices that enable you to diversify among various asset classes and investment styles. (Full fund profiles are available on your plan website.)

Once you determine the investment mix that is right for you, your plan's auto-rebalance service can help you maintain your mix automatically (sign up on your plan website). To create your portfolio, go to the Manage menu in your online account to update "Future Allocations" (where to invest new contributions) as well as "Current Allocations" (transfer/exchange existing balances).



Asset Class	Investment Option	Ticker	Investment Style & Risk
<b>Bonds</b>			
Short Bonds/Stable/MMkt	Invesco Stable Value Trust Class B1	N/A	Stable Value
Interm./Long-Term Bonds	Mercer Diversified Bond	N/A	Intermediate-Term Bonds
	State Street US Bond Index Non Lending Series A	N/A	Intermediate-Term Bonds
<b>Stocks</b>			
Large-Cap Stocks	Mercer Large Cap Stock	N/A	Large-Cap Blend Stocks
	State Street S&P 500 Index Non Lending Series A	N/A	Large-Cap Blend Stocks
Small/Mid-Cap Stocks	State Street Russell Small/Mid Index Non Lending Series A	N/A	Mid-Cap Blend Stocks
	Mercer Small/Mid Cap Stock	N/A	Small-Cap Blend Stocks
International Stocks	Mercer International Stock	N/A	World/Foreign Stocks
	State Street Global All Cap Equity Ex US Index NL A	N/A	World/Foreign Stocks
<b>Multi-Asset/Other</b>			
Multi-Asset/Other	State Street Target Retirement Income Non Lending Series A	N/A	Target Date
	State Street Target Retirement 2020 Non Lending Series A	N/A	Target Date
	State Street Target Retirement 2025 Non Lending Series A	N/A	Target Date
	State Street Target Retirement 2030 Non Lending Series A	N/A	Target Date
	State Street Target Retirement 2035 Non Lending Series A	N/A	Target Date
	State Street Target Retirement 2040 Non Lending Series A	N/A	Target Date
	State Street Target Retirement 2045 Non Lending Series A	N/A	Target Date
	State Street Target Retirement 2050 Non Lending Series A	N/A	Target Date
	State Street Target Retirement 2055 Non Lending Series A	N/A	Target Date
	State Street Target Retirement 2060 Non Lending Series A	N/A	Target Date
	State Street Target Retirement 2065 NL Class A	N/A	Target Date
	State Street Real Asset Fund	N/A	Alternative Investments

## Important Disclosures

**Stable Value:** An investment that seeks to preserve principal, and provide consistent returns and liquidity. Stable value investment choices seek capital preservation, but they do carry potential risks. Stable value investment choices may be comprised of or may invest in annuity or investment contracts issued by life insurance companies, banks, and other financial institutions. Stable value investment choices are subject to the risk that the insurance company or other financial institution will fail to meet its commitments, and are also subject to general bond market risks, including interest rate risk and credit risk.

**Intermediate-Term Bonds:** Debt securities issued by governments, corporations, and others, typically with durations of 3.5 to 6 years. The value of bonds changes in response to changes in economic conditions, interest rates, and the creditworthiness of individual issuers. Bonds can lose value as interest rates rise, and an investor can lose principal.

**Large-Cap Blend Stocks:** An investment category that mostly comprises both value and growth stocks of large companies. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investments. Blend strategies are subject to both growth and value risks.

**Small/Mid-Cap Blend Stocks:** An investment category that mostly comprises a blend of value and growth stocks of small/mid-size companies. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investment choices. Small/Mid-cap shares may be more vulnerable to market downturns, and their prices could be more volatile, than those of larger companies. Blend strategies are subject to both growth and value risks.

**Small-Cap Blend Stocks:** An investment category that mostly comprises a blend of both value and growth stocks of small companies. Stocks of small companies involve additional risks, including a higher risk of failure, and are not as well established as large, blue-chip companies. Historically, small-company stocks have experienced greater price volatility than the overall market. Blend strategies are subject to both growth and value risks.

**World/Foreign Stocks:** This investment category focuses on stocks of companies primarily (world, a.k.a. global) or exclusively (foreign, a.k.a. international) outside the United States and involves special additional risks. These risks include, but are not limited to, currency risk, political risk, and risk associated with varying accounting standards. Investing in emerging, or developing, markets may accentuate these risks.

**Target Date Funds:** These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The investment manager for these options manages the options against a custom index, which reflects an asset allocation developed by the investment manager in light of the option's target retirement date. The principal value of the investment option is never guaranteed, including at and after the target date.

**Alternative Investments:** This investment category focuses on non-traditional investment and trading strategies. The portfolio managers may have tactical discretion to invest in stocks, bonds, commodities, futures, options, and other derivatives, and may take short positions (essentially, contracts to borrow and sell securities in expectation that prices will fall). While intended to provide diversification, these investment choices may be highly speculative and subject to greater risk and volatility. Diversification does not assure or guarantee better performance, cannot eliminate the risk of investment losses, and does not protect against an overall declining market.

You should evaluate your ability to continue the auto-increase service in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency.

Matching contributions are subject to plan vesting requirements.

Descriptions of plan features and benefits are subject to the plan document, which will govern in the event of any inconsistencies.



*You should refer to the offering documents of an investment option for information about the investment option's fees, risks and strategies. The above disclosure provides general descriptions of the types of investment options available to you.*

## DISCLOSURES







*Brighten Your Outlook®*

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