



Monarch Casino & Resort, Inc. 401k Savings Plan Frequently Asked Questions

1. Who is eligible?

Team Members who are at least 21 years of age and have satisfied a three-month waiting period may participate in the Plan.

2. How do I enroll into the Plan?

To enroll into the Plan you will need to first register on the Fidelity NetBenefits Website at www.401k.com. Select "Register as a new user" and follow the instructions. If you already have a Fidelity account, you may use your existing login credentials. If you experience trouble with registration, please contact Fidelity at 1 (800) 835-5097.

3. How much can I contribute?

Participants may contribute 1% to 75% of their pay through automatic payroll deductions, subject to the IRS limits noted below. Monarch offers a traditional pre-tax 401k and Roth after-tax 401k. You may participate in one or both of these programs. Combined contributions are subject to the annual dollar amount limit set by the IRS. For 2024 the limit is \$23,000. For anyone under 50 and older, the catch-up contribution limit is \$7,500.

4. How often can I make changes to my deferral?

You may increase or decrease your contributions at any time. Please allow one to two pay periods for it to reflect in your paycheck. All deferral contribution changes must be made online at www.401k.com.

5. Does Monarch match a portion of my contribution?

Yes, Monarch will match 50% of your contribution, up to a maximum of 4% of your salary. For example, if you defer 4% of your pay into the plan, you are automatically receiving the maximum employer match of 2%. If you defer 6% of your pay into the plan, the employer match is still 2% of your pay. There is an annual cap of \$6,500 per calendar year. Monarch will make an annual deposit of the match after the end of the calendar year in which you made your contributions.

6. What is the vesting schedule for the employer match & how does it work?

Any money you contribute from your paycheck is always 100% vested. The employer match money vests over time. You receive vesting credit for the number of year(s) that you have worked for Monarch and any other legally related Employer. The term "vesting" refers to your non-forfeitable right to the money in your Account. Vesting is a term used to determine how much of your employer match money is yours and will go with you if you leave the Company. Employer match contributions and earnings will be vested in accordance with the following schedule:

Years of Service for Vesting	Percentage Vested
Less than 1	0%
1	15%
2	35%
3	55%
4	70%
5	85%
6 or more	100%

7. Can I take a loan from my account?

Yes. You are permitted to take a loan from your account. The minimum loan is \$1,000 and the maximum loan amount is 50% of your balance not to exceed a loan amount of \$50k, whichever is less.

8. Does the Plan allow for Hardship Distributions?

Yes. A Hardship distribution is allowed for payment of post-secondary school, medical bills not covered by your insurance, and for your primary residence.

9. How often may I change my investments?

Participants may move among the Plans investment options or redirect future contributions every day by simply logging on to Fidelity NetBenefits at www.401k.com or by calling 1 (800) 835-5097.

10. What is the Plan Number?

93102