

401(k) Plan

Maxar offers a 401(k) Plan managed by Fidelity Investments. Regular employees paid in US dollars are eligible to participate as of the date of hire.

Employee Contributions

Employees may contribute between 1% and 75% of eligible earnings to a maximum of \$19,500 for 2021. Maxar offers the ability to contribute via a traditional pre-tax 401(k) deferral as well as via a post-tax Roth 401(k) deferral. Both pre-tax 401(k) and Roth 401(k) contributions apply to the annual maximum and are eligible for employer discretionary match contributions. The catch-up contribution limit for employees age 50 or older who participate in 401(k) is \$6,500 for 2021 (catch up contributions are eligible for the Employer Discretionary match).

Newly eligible employees will be enrolled automatically after 30 days unless other action is taken. Automatic enrollment will deduct 4% from your pay on a pre-tax basis and increase by 1%, capping at 8%, every year on April 15th.

You may stop or change this automatic contribution by logging into www.401k.com.

The Maxar 401(k) Plan accepts rollovers from “tax-qualified” plans.

**In the event of either retirement or termination, your earnings can be withdrawn tax-free if it has been five tax years since your first Roth 401(k) contribution and you are at least 59 1/2 years old. In the event of death, beneficiaries may be able to receive distributions tax-free if the deceased started making Roth contributions more than five tax years prior to the distribution. In the event of disability, your earnings can be withdrawn tax-free if it has been five tax years from your first Roth 401(k) contribution.

Taxes: Pay Now or Pay Later		
	Traditional Pre-Tax 401 (k)	Roth 401(k)
Employee Contributions	Pre-Tax dollars	After-Tax dollars
Employee Withdrawals	Taxable upon withdrawal	Tax-free upon withdrawal**

Employer 401(k) Discretionary Match

You become eligible for matching contributions only if you make deferral contributions. Maxar has a discretionary match of 50% of the first 8% of eligible earnings contributed on a per-pay-period basis.

- The match applies to traditional 401(k) as well as Roth 401(k) deferrals
- The discretionary match is funded per pay period and is 100% vested immediately

Enroll, make changes or update your beneficiary any time by visiting www.401k.com.

Deferral election changes you make online will be sent electronically to Maxar HR and Payroll. You may submit deferral election changes before each upcoming pay date. Please refer to the Payroll Calendar for submission deadlines.