Essex 401(k) Plan with Fidelity Investments

Eligibility	• First day of the month following or coincident with 30 days of employment
Enrollment	• Automatic Enrollment of 2% or change your deferral from 0 to 100% • Choose your investments and/or change your deferral through Fidelity on www.401K.com; "Register as a new user" and follow the prompts to set-up your account. If you are already a Fidelity customer, you can use your existing password and log-in information to access your account.
Contributions	• Pre-tax or Post-tax Roth deferrals: 1-100% of compensation up to the 2020 IRS limit of $19,500 • Catch-Up Contribution: 1-100% of compensation up to 2020 IRS limit of $6,500; You will automatically be enrolled to contribute once you have reached $19,500 in the following plan year • Employer Match: $.50 on every $1.00 up to $6,000 in 2020 • Rollover: Qualified rollovers may be permitted at anytime
Vesting - Employer Match	Years of Service: 1yr, 2yrs, 3yrs, 4yrs Vested Percentage: 25%, 50%, 75%, 100%
Contribution Changes	• Change Deferral: Anytime • Suspend Contributions: Anytime • Re-entry: Anytime
Investment Options	**Stable Value** Federated Institutional Prime Obligations **Fixed Income** Western Asset Core Plus Bond PIMCO Income Instl Fund Fidelity Advisor Gov't Income **Large Cap Value** Putnam Equity Income R6 Fund **Large Cap Blend** BlackRock S&P 500 Index Vanguard 500 Index Admiral **Large Cap Growth** Growth Fund of America **Mid Cap Blend** Federated Mid Cap Index **Mid Cap Growth** MassMutual Select Mid Cap Growth **Mid Cap Value** MFS Mid Cap Value **Small Cap Blend** Invesco Small Cap Equity **International/Global** American Funds Euro Pacific Growth American Funds New Perspective R6 **Specialty** T. Rowe Price Real Estate Self-Directed Brokerage Account through Charles Schwab **Lifecycle Funds** T. Rowe Price Retirement 2010 T. Rowe Price Retirement 2020 T. Rowe Price Retirement 2030 T. Rowe Price Retirement 2040 T. Rowe Price Retirement 2050
Fund Election Changes & Fund Transfers	• Unlimited (in 1% increments)
Hardship Withdrawals	• Allowed in the following hardship cases: to purchase primary residence; to prevent eviction or foreclosure on primary residence; to pay for excessive medical costs; to pay for the post-secondary education of yourself or immediate family member, to pay for burial or funeral expenses of parent, spouse, child, or dependent; or to repair damage to primary residence that qualifies as a casualty deduction under Code Section 165.
Loans	• Minimum: $1,000; Maximum: 50% of vested account balance up to $50,000 • Interest Rate: Fidelity Investment Bank Prime + 1% • Hardship Reasons Only • Maximum Loans at a time: 1
Statements	• Quarterly
Vested Interest Response Line/ Vested Interest Web Site **1-800-835-5097** **www.401K.com**	• Receive account balance information • Fund Information which includes making fund election changes and fund transfers • Change deferral amount • Model and apply for loans • Speak to Customer Service Representatives via telephone at 1-800-835-5097. Para assistencia en español – 1(800) 835-5097.

This highlights the key features of the Essex Portfolio LP. 401(k) Plan. More detailed information about the plan can be found in the Summary Plan Description (SPD). If any information on this brochure conflicts with the original Plan Document, the Plan Document will rule (07/18).