



You're building
a retirement plan.
We're here to HELP.

The United Rentals 401(k) Investment Plan (the Plan) is a valuable benefit designed to help employees prepare for retirement. As an eligible United Rentals employee, one of the benefits available to you is the opportunity to participate in the Plan. **Please take a moment to review the Plan features and enrollment steps identified below:**

PLAN FEATURES – WHAT YOU NEED TO KNOW

AUTOMATIC ENROLLMENT & AUTOMATIC INCREASE

After 30 days of employment, if you do not take action to elect otherwise, you will be automatically enrolled at a pre-tax contribution percentage of **4%*** of your pay, and annually on **April 1st** your deferral will be automatically increased **by 1%** until you reach **15%**. You may contribute up to IRS limits annually, including both pre-tax and Roth after-tax contributions.

*Please review the "Qualified Automatic Contribution Arrangement Participant Notice" and "Qualified Default Investment Alternative" that are posted on MyUR within the Employee Hub > Benefits & Wellness > 401(k) Investment. **Automatic increases will occur unless you opt out of this feature.***

MATCHING CONTRIBUTIONS

United Rentals makes a matching contribution based on your deferral rate each pay period. The employer match formula is 100% on the first 1% and 50% on the next 5%. **

*The salary deferral default rate of 4 percent may not be sufficient for you to reach your retirement goals. Be sure to carefully consider what is best for you before keeping your contribution level at the default percentage.

**Highly compensated employees (HCEs) will be limited to \$4,000 annually. Notification of HCE status is made at the beginning of each calendar year based on prior year earnings with the Company.

ENROLLMENT NEXT STEPS



REVIEW the Required Participant Notices:

The summary plan materials and required notices contain important information about the Plan for you to reference. This packet includes the 404c notice; electronic copies of the plan summary and other required notices are posted on [MyUR](#) within **Employee Hub under Benefits & Wellness > 401(k) Investment Plan**. **If you need a paper copy of these materials**, please contact benefits@ur.com or 877-552-2273 to request a free copy.



LOGIN to Principal® any time following at least two days after your hire date and review your account information:

You can login at principal.com/welcome using the enclosed step-by-step guide. Use the Retirement Wellness Planner to "Know Your Score" and determine if you are on track toward meeting your retirement goals. Consider whether pre-tax or Roth after-tax salary deferrals are most appropriate for you. Deferral changes can be made online at any time and will be effective as soon as administratively possible. Once logged into your account we encourage you to check out the Education Hub under "Planning Resources" to access a variety of information/tools. Also **download the Principal App for on-the-go access anytime/anywhere from your mobile device.**



SELECT from the Plan's Investment Choices based on your comfort level:

You may select from any of the Plan's available investment options to create your portfolio. If you don't select your monies will be default invested in a T. Rowe Price Target Date fund based on your age for retirement. For more information on the Plan's investment offerings log into your account at principal.com and select "Investments" from the top menu bar.



DESIGNATE a beneficiary to ensure records are up to date:

You will be given opportunity to name a beneficiary when you first login to establish your account or you can make this update at any time by clicking on "Overview" and then "Beneficiaries" from the drop-down box along the menu bar when logged into your account. Having a current beneficiary on file means your account will be paid out according to your wishes in the event of your death.

If at any time you have questions:

- Contact Principal at **1-800-547-7754** and speak to a retirement specialist available Monday – Friday, 8:00 am – 10:00 pm ET
- **Need help with your retirement planning?** Check out Principal's **Retire Secure ProgramSM** where you may speak directly with a retirement planning professional through a scheduled meeting. Go to principal.com/virtual1on1 to schedule a time that works for you.



ERISA 404 retirement plan and investment information

01/01/2023

The retirement savings plan offered by UNITED RENTALS (NORTH AMERICA), INC is a great way to help you save for the life you want in retirement. UNITED RENTALS 401(K) INVESTMENT PLAN (the Plan) has fees associated with the services and resources provided by the Plan.

Plan Fiduciary

The Plan Fiduciary is the individual(s) who has authority over the operation and administration of the Plan and its retirement funds. The Plan Fiduciary is typically your employer, and may also be called the Plan Sponsor.

Plan Administrator

The Plan Administrator, who is also a Plan Fiduciary, has the authority over the operation and administration of the Plan. If you have questions about the investment options available under the Plan or would like paper copies of additional investment information, you can obtain this information on [principal.com](https://www.principal.com) or by contacting the Plan Administrator:

**UNITED RENTALS (NORTH AMERICA), INC.
SUITE 700
100 FIRST STAMFORD PLACE
STAMFORD, CT 06902-9200
877-552-2273**

Information about ERISA Section 404(c)

The Employee Retirement Income Security Act (ERISA) provides rules on the investment of retirement funds. UNITED RENTALS (NORTH AMERICA), INC has chosen to qualify the Plan as an ERISA 404(c) plan and intends to comply by providing information for you to make educated investment decisions and by letting you:

- Direct the investment of individual retirement accounts
- Choose from at least three diverse investment options
- Change investment choices at least quarterly

This means the Plan Fiduciary should not be liable for any investment losses that result from a participant's investment control.

Your future, your choice

The Plan Fiduciary makes certain investment options available to you under the Plan. But you are responsible for directing the retirement funds to the options available in the Plan that work best for you. You can make changes to your investment mix by logging into your account at [principal.com](https://www.principal.com). Learn more about the investment options available under the Plan online and in the Investment Option Summary.

Directing or transferring between investment options

Certain investment options may have restrictions. See the Investment Option Summary for details.

You can direct or transfer retirement funds between the different investment options at least quarterly, but the Plan may allow for more frequent transfers and changes. To update investment elections for your current balance or future contributions, log in to your account at principal.com or call us at 800.547.7754.

To transfer retirement funds, log in to your account at principal.com or call us at 800.547.7754.

Voting rights

A description of the exercise of voting, tender and similar rights for an investment alternative and any restrictions on these rights can be found in the relevant Plan document or trustee powers section of the trust agreement. If you would like copies of these documents, contact the Plan Administrator, if applicable.

Fees and expenses⁺

For the current year, the Plan Fiduciary has determined that certain types of expenses may be paid by the Plan. The Plan Fiduciary has determined that such expenses are allocated by account balance.

A portion of the total investment expense of the Plan's investment options may contain revenue sharing. Any revenue sharing received from the Plan's investment options will be credited back in full to the impacted participant as a fee adjustment pursuant to the frequency of receipt of the Expected Revenue; either monthly or quarterly. Please refer to the enclosed Investment Option Summary to review information about revenue sharing (if applicable) included in the Total Investment Expense of each investment.

Plan administrative expenses typically cover items such as recordkeeping, participant website access, participant statements, Plan compliance services and financial professional services.

To cover items such as recordkeeping, participant website access, participant statements, Plan compliance services and financial professional services, the following annual Plan administrative expense(s) will be calculated and applied to your account balance each Frequency period.

Annual Plan administrative expense	Frequency
The amount is determined by prorating the total Plan amount based on your account balance.	One twelfth is deducted monthly.

Occasionally, there may be additional Plan expenses during normal Plan operation for services such as legal, auditing, other service provider, consulting or investment advice. The Plan Fiduciary determines how these expenses are allocated at the time the expenses are paid. These expenses are typically allocated among participants based on participant account balance, but may be allocated by dividing the total expenses to be deducted by the total number of participants in the Plan. You can view the dollar amount of applicable expenses under your account at principal.com and on your statement.

Participant-level fees

Participant transaction fees will be charged to your account balance for the services you choose to use. Participant transaction fees for the Plan include:

- **Distribution fee:** \$20.00
- **Loan setup fee:** \$75.00
- **Qualified Domestic Relations Order fee:** \$220.00 Per hour for each Domestic Relations Order reviewed. The fee is divided between the participant and the alternate payee involved unless specified differently within the Domestic Relations Order or the Plan's administrative procedures.

- **Qualified Domestic Relations Order processing fee:** \$350.00 for each Domestic Relations Order processed. The fee is divided equally between the participant and the alternate payee involved unless specified differently within the Domestic Relations Order or the Plan's Administrative Procedures.
- **Wire transfer fee:** \$25.00
- **Fee for overnight mailing a check:** \$25.00
- **Stop payment fee:** \$25.00
- **402(g) refund fee (deferral contributions made in excess of IRS limit):** \$50.00
 - ⁺ If you have a balance in an investment that is excluded from the collection of expenses, we will collect the expense from the balances in other investments, beginning with the investment with the largest balance.

The following information is available upon request from the Plan Administrator (at no charge):

- Copies of prospectuses (or any short-form or summary prospectuses) for the investment options
- Copies of any financial statements or reports, such as statements of additional information and shareholder reports, and of any other similar materials relating to the Plan's designated investment options
- A statement of the value of a share or unit of each designated investment option and the date of the valuation
- A list of the assets comprising the portfolio of each investment option which constitute Plan assets and the value of each asset (or the proportion of the investment which it comprises)
- The following information about each investment option (including fixed-return investment options) available under the Plan: issuer name, investment objective, principal strategies and risks, turnover rate, performance, and fee and expense information
- To the extent a group annuity contract under the Plan permits you to select an annuity guaranteed by an insurance company, a statement that the guarantee provided by the insurance company is subject to its long-term financial strength and claims-paying ability

To help you make informed investment choices and for more information about the investment options available to you, including investment objectives, performance and fees, please review the enclosed materials or visit principal.com.

For important information on the plan's investment options, see the Investment Option Summary.

Insurance products and plan administrative services provided through Principal Life Insurance Co. Securities are offered through Principal Securities, Inc, 800-547-7754, [member SIPC](#) and/or independent brokerdealers. Securities sold by a Principal Securities Registered Representative are offered through Principal Securities, Inc., Principal Securities and Principal Life are members of the Principal Financial Group, Des Moines, Iowa, 50392. Certain investment options may not be available in all states or U.S. commonwealths.