



# Build your future with the United Rentals 401(k) Investment Plan

**Contract Number: 457188**

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 and automatic increase

After 30 days of employment, you will be automatically enrolled at a pretax contribution percentage of 4% of your eligible pay unless you elect otherwise.\* If you automatically enroll, you'll also be set up for automatic increases, where each year on April 1 your deferral will automatically increase by 1% until you reach 15%. Auto-enrollment records will be reported to United Rentals for loading into Workday on the first Monday after you have achieved 30 days of service.

If you do not make an investment election, contributions will be directed to the plan's Qualified Default Investment Alternative. 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. You can also set your own annual increase schedule and amount.

### Take action to save for your future

You may contribute up to 80% of your eligible pay to the Plan. Your contributions may be made as pretax, Roth-after tax, or a combination of both. You may contribute up to the annual IRS limits, including both pretax and Roth after-tax contributions. If you make an election during the 30-day waiting period, it will remain pending in the Principal® system until it can be reported to United Rentals for loading into Workday.

### 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%.\*\*

## Enrollment next steps

### Review the required notices

The summary plan materials and required notices contain important information about the Plan for you to reference. This packet includes the 404c fee notice; electronic copies of the plan summary and other required notices are posted on MyUR within the **Employee Hub under Benefits & Wellness > 401(k) Investment Plan**. If you need a paper copy of any materials, please contact [1HR@ur.com](mailto:1HR@ur.com) to request a free copy to be mailed to you.

\* The salary deferral default rate of 4% 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) are 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.

## Log in to Principal® anytime at least two days after your hire date and review your account information:

You can log in to [principal.com/welcome](https://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 pretax 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 in to your account, we encourage you to check out the **Education Hub** under **Planning Resources** to access a variety of information, tools, and resources. 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. Your contributions will default to a T. Rowe Price Target Date fund based on your age for retirement unless you elect otherwise. For more information on the Plan’s investment offerings log into your account at [principal.com](https://principal.com) and select “Investments” from the top menu bar.

## Designate a beneficiary to ensure records are up to date:

You will be given an opportunity to name a beneficiary when you first log in to establish your account. You can update your beneficiary at any time by clicking on **Overview** and then “Beneficiaries” from the drop-down box along the menu bar when logged in to your account. Having a up-to-date beneficiary on file means your account will be paid out according to your wishes in the event of your death.



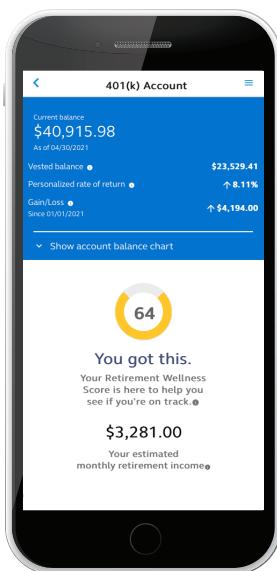
## If you have questions:

- Contact Principal at **800-547-7754** and speak to a retirement specialist available Monday through Friday, from 8 a.m. to 10 p.m. ET.
- **Need help with your retirement planning?** Check out the Retire Secure<sup>SM</sup> Program from Principal where you may speak directly with a retirement planning professional through a scheduled meeting. Go to [principal.com/virtual1on1](https://principal.com/virtual1on1) to schedule a time that works for you.

## Stay connected to your account—anytime, anywhere



Planning for retirement has never been easier. Access your account information 24/7 from your device. Whether you download the Principal® app or visit our mobile-friendly website, we make it easy to access your account. Quickly see how you’re doing with your retirement savings goals no matter where you are.



Visit [principal.com/ontheego](https://principal.com/ontheego) to download the Principal® app. Or, search for it on Google Play and the Apple App store.

Also available in Spanish.



For illustrative purposes only.

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# Helping you manage your retirement goals

## With 24/7 account access

Planning for retirement doesn't have to be complicated. Set up your account to stay on track with your retirement savings goals. And since your life is busy enough, we've made getting to your information simple and convenient. Use these resources to access your account when and how you want.

### Online

#### First-time users

Go to [principal.com/welcome](https://principal.com/welcome)

- Select **Get started**
- Enter your first name, last name, date of birth, mobile phone number (this is the quickest way to verify your identity), and your ID number (this is either your Social Security number or a specific ID provided by your employer) or ZIP code
- Agree to do business electronically and click **Continue**
- If you don't provide your mobile phone number, you'll need to answer a few personal questions as an alternative way to confirm it's really you
- Create a **unique username**, set a secure **password**, and add your **email address**
- Select and answer **three security questions** to use if you need to call us
- You now have access to your online account, and you'll get a confirmation email within a few minutes
- The first time you log in, you'll need to choose where we send you **verification codes** (text message, voice call, or authentication app) and how often you want to use them

#### Ongoing account access

Go to [principal.com](https://principal.com)

- Select **Log in**
- Enter your **username** and **password** (click **Forgot username or password** if you need to reset) and click **Log in**
- If you're logging in from a new device, resetting your username or password, or you've opted to use verification codes every time you log in, you'll receive a security code via text message, voice call, or authentication app
- Enter the security code and click **Verify**



#### Questions?

Having trouble setting up your login? Give us a call at **800-986-3343**.

#### Stay up to date!

Keeping your email address current helps you stay in the know with communications tailored to you.

Click on the **Retirement Plan** link of the account you want to access. Use the tabs at the top of the page to navigate the website.

Your account	Education Hub
<p><b>Available options include:</b>            (Not all options are available for certain plans. Check with your human resources contact to find out what is available.)</p> <ul style="list-style-type: none"> <li>• Plan info &amp; forms</li> <li>• Statements</li> <li>• Contributions</li> <li>• Investments</li> <li>• Loans &amp; withdrawals</li> <li>• Rollovers</li> <li>• Retirement Wellness Planner</li> </ul>	<ul style="list-style-type: none"> <li>• Overview</li> <li>• Monthly webinars</li> <li>• Retirement planning</li> <li>• Managing money</li> <li>• Life event planning</li> <li>• Calculators &amp; tools</li> </ul>

## Mobile

Check your account on the go.

- Principal® App—Available for iPhone® and Android™\*
- Text **ENROLL** to **78259**
- [principal.com/ontheogo](http://principal.com/ontheogo)

## Phone

### First-time users

Call **800-547-7754**

- You may be asked to provide some personal information like your date of birth or Social Security number, to verify your identity
- Listen to the menu and select an option
- When prompted, establish your **personal identification number (PIN)** using your **Account/Contract Number (457188)**

### Ongoing account access

Call **800-547-7754**

- Listen to the menu and select an options
- If prompted, enter your **(PIN)**  
 (Note: Some options do not require you to enter your PIN.)

### Follow the prompts to:

(Not all options are available for certain plans. Check with your human resources contact to find out what is available.)

- Check your account balance
- Check investment performance
- Request or review loan information
- Review investment options
- Manage your rollover funds

- Transfer retirement funds between available investment options
- Hear information regarding an expected Form 1099-R
- Talk with a representative

\* The mobile application offered by Principal® to view account information is currently supported on iPhone® (operating systems 12.0 or later) and Android™ (operating systems 5.0 or higher).

## Principal® Milestones

# Enhance today. Embrace tomorrow.

### Learn to balance your short- and long-term financial goals

We know there's a lot to think about when it comes to your finances—both now and later. But with the right knowledge, you can live well today and plan well for tomorrow. Principal® Milestones can help you prioritize and make more informed decisions with financial resources in one convenient place at no cost to you.

### Plan for today

**What are some ways I can help pay down my student loans?**

**Visit [principal.com/milestones](http://principal.com/milestones) to watch a short video** about 3 steps to student loan repayment and then link your loans via the Enrich site to view them all in one place and compare repayment options.

**You can also learn about:**



Building a budget



Downsizing debt



Understanding your credit score

### Plan for tomorrow

**Do I really need a will? How much does it cost?**

**Visit [principal.com/milestones](http://principal.com/milestones) to watch a short webinar** about protecting your assets. Then visit the ARAG® site to **prepare a will in a matter of minutes.**

**You can also learn about:**



Saving for retirement



Saving for learning



Covering your health



Building emergency savings

The UNITED RENTALS 401(K) INVESTMENT PLAN (the Plan) offered by UNITED RENTALS (NORTH AMERICA), INC has fees associated with the services and resources provided by the Plan. This notice contains information about the fees, expenses, investment options and restrictions for the Plan. Log on to [principal.com](http://principal.com) or call us at 800.547.7754 to make changes to your account or request additional information.

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. The Plan Fiduciary makes certain investment options available to you under the Plan. To help you make informed investment choices and for more information about the investment options (including investment objectives, performance and fees) available under the Plan, please review the attached Investment Option Summary or visit [principal.com](http://principal.com). You are responsible for directing the retirement funds to the options available in the Plan and can make changes to your mix by logging into your account at [principal.com](http://principal.com).

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](http://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

**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 applicable 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
- 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

**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. Additionally, you may direct the investment of individual retirement accounts, choose from at least three diverse investment options, and 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.

**Directing or transferring 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](http://principal.com) or call us at 800.547.7754

**Fees and expenses\*** — 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 balance based on your account balance.	One twelfth is deducted monthly.

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.

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.

- + 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.

**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

Insurance products and plan administrative services provided through Principal Life Insurance Company®. Securities offered through Principal Securities, Inc., [member SIPC](#) and/or independent broker-dealers. Referenced companies are members of the Principal Financial Group®, Des Moines, IA 50392. Certain investment options and contract riders may not be available in all states or U.S. commonwealths.

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# Take the next step

**A small action today can help lead to a more secure future tomorrow.**

To get started, visit [principal.com/milestones](https://principal.com/milestones) and check out the holistic financial resources. You can do all this and more:

## Access Enrich to:

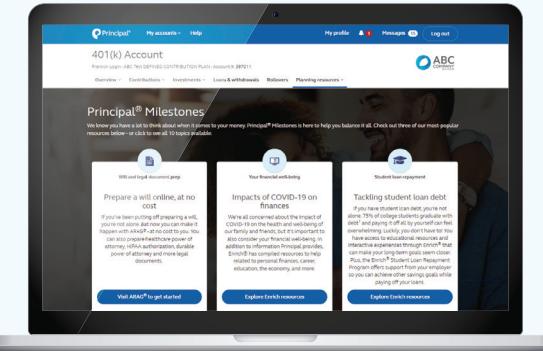
- Create a household budget
- Learn about managing debt
- Take a course to better understand your credit report

## Visit ARAG® to:

- Prepare a standard will or another legal document

## Sign into your account with Principal to:

- Check your Retirement Wellness Score



The subject matter in this communication is educational only and provided with the understanding that Principal® is not rendering legal, accounting, investment or tax advice. You should consult with appropriate counsel, financial professionals, and other advisors on all matters pertaining to legal, tax, investment or accounting obligations and requirements.

Plan features in this communication are current as of May 2024. The legal plan document governs the employer's plan. If any discrepancies, the legal plan document will govern.

The Retirement Wellness Planner information and Retirement Wellness Score are limited only to the inputs and other financial assumptions and is not intended to be a financial plan or investment advice from any company of the Principal Financial Group® or plan sponsor. This calculator only provides education which may be helpful in making personal financial decisions. Responsibility for those decisions is assumed by the participant, not the plan sponsor and not by any member of Principal®. Individual results will vary. Participants should regularly review their savings progress and post-retirement needs.

Retirement professionals provide education, which may be helpful in making personal retirement decisions. Responsibility for those decisions is assumed by the participant, not by any member of Principal®. Participants should regularly review their savings progress and post-retirement needs. The value-added resources provided through ARAG Services, LLC (ARAG®) and iGrad, Inc. (Enrich) are not a part of any insurance products and plan administrative services provided through Principal Life Insurance Co or affiliated with any company of the Principal Financial Group®. All resources may be changed or canceled at any time.

The use of resources provided by ARAG Services, LLC or Enrich should not be considered a substitute for consultation with an attorney or advisor. Principal® is not responsible for any loss, injury, claim, liability, or damages related to the use of the ARAG Will & Legal Document Center or Enrich resources.

Please remember that the ARAG legal documents, DIY Docs® are accurate and useful in many situations. Due to possible changes by a state, it is a good idea to periodically review a template used to be sure it is the most current template. Whether or not the document is right for you and your situation depends on your circumstances. If you want specific advice regarding your situation, consult an attorney.

Information is intended to be educational in nature and is not intended to be taken as a recommendation.

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Android is a trademark of Google LLC.

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