

Plan Highlights

Zebra Executive Nonqualified Deferred Compensation (NQDC) Plan (072916)

This material has been designed to give you a general description of the main features of the Zebra Executive NQDC Plan. To find up-to-date information on your plan's features, log in to your account at **vanguard.com/retirementplans**.

Note: If you hold multiple accounts with Vanguard, you may need to select **Employer plans** after logging in to **vanguard.com/retirementplans**.

Connect with Vanguard

- **Online.** Log in to your account at **vanguard.com/retirementplans** for 24-hour access to information about your account, your investments, and Vanguard's advice services. Not yet registered for immediate, secure online account access? You can use your plan number: **072916**. To receive information and notices from Vanguard by email, sign up for e-delivery, a fast and secure way to receive your plan communications.
- **On your mobile device.** Go to **vanguard.com/bemobile** to download the Vanguard app so you can access your account on the go.
- **By phone.** Call **800-523-1188** to reach Vanguard's 24-hour interactive VOICE® Network. You'll need your Social Security number and a personal identification number (PIN) to use VOICE. To create a PIN, follow the prompts. Or you can speak with a Vanguard Participant Services associate Monday through Friday from 8:30 a.m. to 9 p.m., Eastern time.

Provision

Eligibility

Eligibility to participate in the Zebra Executive NQDC Plan is for the Vice President level and above.

Employee contributions

You may elect to defer between 1% and 50% of your base salary, commissions, and/or Zebra Incentive Plan (ZIP) award.

Your base salary and/or commission election will be applied to your compensation earned and paid during the current plan year. Your ZIP award election will apply to your annual ZIP award earned in the current plan year and will be paid in the following year.

Contribution elections can be made at **vanguard.com/retirementplans** or by calling Vanguard at **800-523-1188** during the open enrollment period (generally in November of each year) or within 30 days of your initial eligibility to participate in the plan.

Please note that deferral elections are irrevocable and cannot be changed during the plan year. Any change could result in tax consequences. In addition, please note that salary, commissions, and/or ZIP award deferral elections from prior years will carry over.

Please contact your benefits office for more information on deferrals and for details about the next enrollment window.

Enrollment window

Each year, eligible participants will be notified of the election window. During this time, you may make changes to your deferral elections and elect the investments for your deferrals. First-time enrollees may elect the form of distribution. If you do not make an election during the enrollment window, your salary, commissions, and/or ZIP award deferral elections will carry over from the previous year.

Note: The election window generally falls in November.

Provision

Beneficiaries

Be sure to name beneficiaries for your account. Properly designating beneficiaries ensures that, when you die, your assets are distributed according to your wishes.

You will be prompted to name beneficiaries immediately following the online enrollment process.

To name beneficiaries later, or to update your beneficiary information, log in to your account at vanguard.com/retirementplans.

Vesting

Vesting refers to your right of ownership to the money in your account.

You are always fully vested in your own deferrals and their earnings.

Investment options

When you enroll in this plan, you will be asked how you want your deferrals allocated among the available options.

Changing your investments

You can move assets you have already deferred by exchanging into other funds in your plan. You can also change the way your contributions are allocated.

You have three ways to make these changes:

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 - **On your mobile device.** Go to vanguard.com/bemobile to download the Vanguard app so you can access your account on the go.
 - **By phone.** Call **800-523-1188** to reach Vanguard's 24-hour interactive VOICE Network. You'll need your Social Security number and a personal identification number (PIN) to use VOICE. To create a PIN, follow the prompts. Or you can speak with a Vanguard Participant Services associate Monday through Friday from 8:30 a.m. to 9 p.m., Eastern time.
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Hardship withdrawals*

You can withdraw money from your account for a serious financial hardship, including:

- Purchase of a principal residence.
 - Unreimbursed medical expenses.
 - Tuition and fees for postsecondary education.
 - Prevention of eviction or mortgage foreclosure.
 - Burial or funeral expenses for a parent, spouse, child, or dependent.
 - Certain expenses for repairing your principal residence if the expenses qualify as a casualty deduction.
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Distributions*

The NQDC plan offers distributions to begin six months following the separation of service, as either a lump-sum payment or installment payments paid over five or ten years.

As you make your initial enrollment election, you may choose one of the following payout options for scheduled distributions and termination distributions:

- **A lump-sum payment.**
 - **Regular installment payments.** Annual declining balance installments, which are paid over five or ten years in one-year increments. Installment payments are only permitted if your balance at the time of initial distribution is \$50,000 or more.
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Changes to your distribution election

Your distribution will be paid according to the elections you specified at the time you deferred the income. If you made an election prior to January 1, 2017, according to the NQDC plan rules, you can change the date of your distribution election in line with the 409A regulations. If you do change the distribution date, the new date must be at least five years after the original date. You may change the method of your payment from lump-sum distribution to installment payments. However, even when changing the payment method, five years will be added to the original distribution election. If you terminate employment less than 12 months before your new distribution date, the earlier distribution election will apply.

Provision

Risks of participating

Be aware that risk is associated with participating in the plan because it is not funded like a qualified plan. The assets of the plan remain the property of the company and are available to pay the company's creditors if the company becomes bankrupt or insolvent. You should consider this unsecured nature of the plan's assets before you participate.

***Taxes:** You will pay income tax on the money you take from your plan account. If required by law, Vanguard will withhold some taxes for you.

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vanguard.com/retirementplans > 800-523-1188

Whenever you invest, there's a chance you could lose the money.

Vanguard®

**Participant
Education**

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