

OmniVision Technologies

401(k) Plan

Presented by:

filice retirement services

Today's Agenda

- Profile of Retirement Plan
 - Basics (Traditional, Roth, After-tax)
 - Plan Design
- Investments
- Enrolling and managing your account

Profile of Your Retirement Plan

Basics, Eligibility, Entry Dates

- Omnivision Technologies 401 (k) Plan
- Eligibility - Age 21
- Entry - Monthly
- Salary Deferral Changes - Monthly

Profile of Your Retirement Plan Contributions

- Pre-tax and/or Roth Contributions (1%-90% of compensation)
 - \$20,500 max for tax year 2022
 - \$6,500 catch up provision (age 50 and older)
 - \$27,000
- Rollover Contributions
 - Directly from qualified plan
 - Including IRA, 403(b), 457(b), 401(a), etc.

Profile of Your Retirement Plan

Matching Contributions

- OmniVision will match 3% of your eligible compensation
 - Provided you contribute at least 1% of your eligible compensation
- Free money
- 100% vested immediately

After-tax Contributions

Up to \$20k per plan year

- These are contributions beyond
 - Your traditional 401(k)
 - Your Roth 401(k)
 - The Employer Matching contributions
 - Any rollovers you have

How Does it Work?

- Just like your current elections
 - Pre-tax Elective deferrals
 - Roth 401(k)
 - New option for “After-tax” contribution election in Fidelity
 - Up to \$20,000 per plan year
- This will look and feel like “Roth” meaning
 - It will reduce take home amounts by \$ amount you elect
 - Money grows tax deferred until distribution
 - Same rules apply about when you are eligible and when you can change amounts
- Distribution has two components
 - After-tax contributions come out tax-free!
 - Earnings are taxed at the time of distribution (ordinary income tax rates)

How Much Can I Contribute?

	Age 49 or Younger	Age 50 or Older
Contribute the maximum amount on a pretax and/or Roth basis	\$20,500	\$20,500
Maximum amount employer contributions and after-tax contributions, up to the Annual Additions Limit of \$61,000	\$40,500	\$40,500
Take advantage of the additional catch-up contribution if age 50 or older	N/A	\$6,500
Total 401(k) Contribution	\$61,000	\$67,500

**After-tax contributions are limited to a maximum of \$20,000*

When Do I Pay Taxes...

	Pre-tax Contributions	Roth Contributions	After-tax Contributions	Employer Contributions
Are contributions taxed when made?	No	Yes	Yes	No
Are contributions taxed when distributed?	Yes	No	No	Yes
Are earnings taxed when distributed?	Yes	No	Yes	Yes
What are the IRS Annual limits?	\$20,500 for 2022 for employee pretax and Roth contributions		\$61,000 for 2022, including employee pretax, Roth, after-tax AND employer contributions	

***A partial distribution from a qualified plan must include a proportional share of the pretax and after-tax amounts in the account. Therefore, while the portion of your distribution associated with your after-tax contribution is not taxable, the portion of your distribution associated with any pretax contributions or earnings on pretax or after-tax contributions is taxable.*

Converting After-Tax Contributions In Plan

- You have the option of immediately converting your after-tax contributions to the Roth 401(k) source
- This strategy turns the entire after-tax contribution to a tax-free money source
 - No longer tax deferred - Mega backdoor Roth
 - Subject to the five-year rule
- What money sources can be converted?
 - Only after-tax contributions
- There are no income restrictions on any amounts you convert

How Does it Work?

- You make your elections online or via phone
- Must call Fidelity to initiate the after-tax Roth conversion
 - Can do it one time
 - Can set it up to convert with each after-tax contribution (every pay period)
 - Please ask to speak with an in-plan conversion specialist
- Amounts converted are taxed in the year the transaction happens
- No taxes are withheld so you need to plan ahead!

How to Elect After-Tax Contributions

Fidelity NetBenefits - Contribution Amount per Pay Period - Google Chrome
 https://workplaceservices.fidelity.com/mybenefits/savings2/navigation/dc/standardContributions

Contribution Amount per Pay Period

Consider This...

- Save at least 15% of your income each year for retirement. This includes all retirement savings across different accounts plus any employer contributions.

[View your plan's guidelines](#)

Have a retirement account from a former employer?

[Simplify your finances by rolling it over now.](#)

Tools & Calculators

[Learn about your Contribution Amount](#)

- e-Learning**
Reasons to contribute to your retirement savings plan.
- Take-Home Pay Calculator**
How will your pre-tax contributions affect your take-home pay?
- Contributions Calculator**
Can even a small contribution make a difference?
- Roth Contribution Modeler**
Find out if after-tax Roth contributions may be right for you.

Contribution Amount	
PRE-TAX	
Current Election	8 %
Desired Election	<input type="text" value="8"/> %
(0% to 90% in increments of 1%)	
ROTH	
Current Election	0 %
Desired Election	<input type="text" value="0"/> %
(0% to 90% in increments of 1%)	
Pre-tax and Roth Subtotal	
Current Election	8 %
Desired Election	8 %
(0% to 90%)	
AFTER-TAX	
Current Election	0 %
Desired Election	<input type="text" value="0"/> %
(0% to 25% in increments of 1%)	
After-tax Subtotal	

Profile of Your Retirement Plan

Loans and Hardships

- Loans
 - Min \$1000
 - Max 50% of Vested Balance up to \$50,000
 - Pay back period from 1 to 5 years
 - 1 outstanding loan per participant
 - Pay back Principal and Interest to your own account – through payroll deduction

Different Personalities and Different Profiles Require Different Services

Personality Types	Investor Profile	Investment Services
Do-it-myself Investor – 20%	<ul style="list-style-type: none"> • Confident and Knowledgeable Investor • Proactive 	<ul style="list-style-type: none"> • Education Services • Online Calculators
Help-Me-Do-It Investor – 20%	<ul style="list-style-type: none"> • Needs Limited Assistance and Education • Validation 	<ul style="list-style-type: none"> • Online Investment Guidance • Contact John Hitch
Do-It-For-Me Investor – 50%	<ul style="list-style-type: none"> • Lacks Time, Interest, Confidence, or Knowledge 	<ul style="list-style-type: none"> • Target Retirement Date Funds

** The remaining 10% of personality types choose to do nothing.*

Investment Options in Your Plan

Conservative Investments

Potentially less investment risk and more inflation risk

Money Market	Stable Value	Bond	Balance/Hybrid
<ul style="list-style-type: none"> Fidelity Government Money Market 	<ul style="list-style-type: none"> Fidelity Advisor Stable Value I 	<ul style="list-style-type: none"> Fidelity Inflation Adjusted Bond Index Fidelity Advisor Total Bond I Fidelity U.S. Bond Index Fidelity Advisor Government Income I 	

Stock values fluctuate in response to the activities of individual companies and general market and economic conditions.

In general, bond prices rise when interest rates fall and vice versa. This effect is usually more pronounced for longer-term securities.

An investment in a money market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it is possible to lose money by investing in the fund.

This spectrum, with the exception of the Domestic Equity category, is based on Fidelity's analysis of the characteristics of the general investment categories and not on the actual investment options and their holdings, which can change frequently. Investment options in the Domestic Equity category are based on the options' Morningstar® categories as of the most recent calendar quarter. Morningstar categories are based on a fund's style as measured by its underlying portfolio holdings over the past three years and may change at any time. These style calculations do not represent the investment options' objectives and do not predict the investment options' future styles. Investment options are listed in alphabetical order within each investment category, and the relative risk of categories may change under certain economic conditions. The spectrum does not represent actual or implied performance.

Investment Options in Your Plan

U.S. Equity – Moderate Investments

Moderate investment risk and moderate inflation risk

Large Value	Large Blend	Large Growth
<ul style="list-style-type: none"> BlackRock Equity Dividend Instl 	<ul style="list-style-type: none"> Fidelity 500 Index 	<ul style="list-style-type: none"> Fidelity Large Cap Growth Index JP Morgan Large Cap Growth
Mid Value	Mid Blend	Mid Growth
	<ul style="list-style-type: none"> Fidelity Mid Cap Index 	<ul style="list-style-type: none"> Carillon Eagle Mid Cap Growth I
Small Value	Small Blend	Small Growth
<ul style="list-style-type: none"> Invesco Small Cap Value Y 	<ul style="list-style-type: none"> Fidelity Small Cap Index 	<ul style="list-style-type: none"> Janus Henderson Triton N

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Investment Options in Your Plan

Aggressive Investments

Potentially more investment risk and less inflation risk

Non-U.S. Equity	Specialty	Company Stock
<ul style="list-style-type: none"> • Fidelity International Index • Oppenheimer Developing Markets Y • Oppenheimer Global I • Oppenheimer International Growth I • Fidelity Emerging Markets Index 	<ul style="list-style-type: none"> • Credit Suisse Commodity Return Strategy I • Nuveen Real Estate Securities • Fidelity Real Estate Index 	

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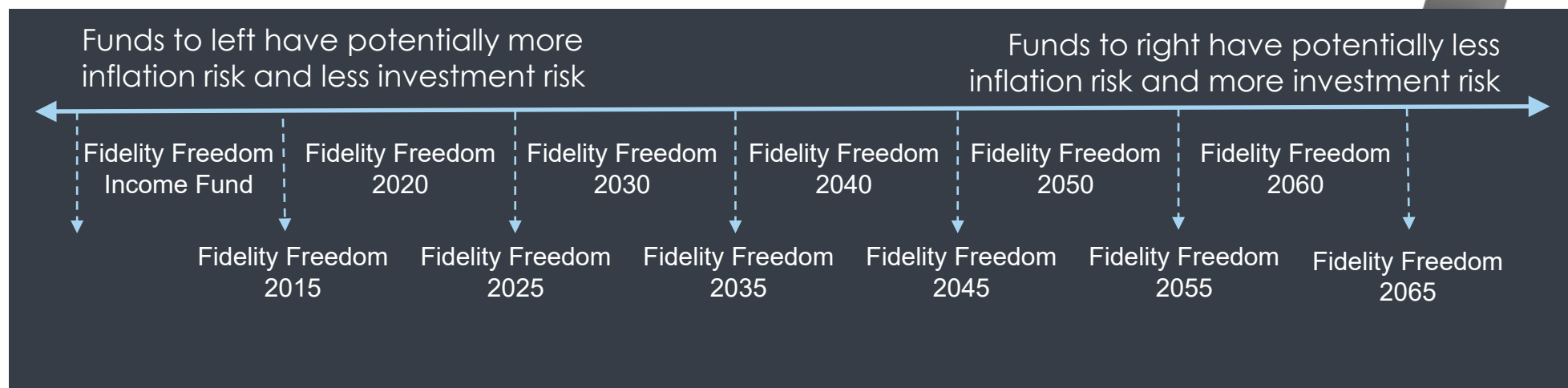
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Fidelity Freedom Funds

Fidelity Freedom Funds offer a blend of stocks, bonds, and short-term investments within a single fund. They are designed for investors expecting to retire around the year indicated in each fund's name.



The Fidelity Freedom Funds are represented on a separate investment spectrum because each fund (except Fidelity Freedom Income) will gradually adjust its asset allocation to be more conservative as the fund approaches its target retirement date. Approximately ten to fifteen years after the target date, the asset allocation of each Freedom Fund will match the allocation of the Freedom Income Fund. The spectrum illustrates the relative risk and return of each fund as compared with the other funds in the Freedom family. This spectrum does not represent actual or implied performance. The Freedom Funds are subject to the risks of their underlying funds, including the volatility of the financial markets in the U.S. and abroad, as well as the additional risks associated with investing in high yield, small-cap, commodity-linked, and foreign securities. Principal invested in the fund is not guaranteed at any time, including at or after each fund's target date. · Strategic Advisers,® Inc., a subsidiary of FMR LLC, manages the Fidelity Freedom Funds.

Eligible Employees

It's easy to enroll in your plan!

Enroll online:

www.netbenefits.com

Enroll by phone: Retirement Benefits Line

800-294-4015

NetBenefits

Fidelity NetBenefits Employee Benefits

Theta Organization | \$ Payroll | Planning | Library | Profile | Logout

PORTFOLIO TOTAL
\$77,977.03 Balance as of 02/15/2018

THETA SAVINGS PLAN
401(k) : 98765
\$51,465.03

Quick Links

Health and Insurance
Enrolled Benefits
View Details

Other Employers + Investment Accounts

PRISM 401K	FIDELITY IRA	FIDELITY BROKERAGE
401(k): 68390473	IRA: 12596863	BROKERAGE: 88159723
\$12,480.00	\$5,156.00	\$8,876.00
Quick Links	Quick Links	Quick Links

Call the Retirement Benefits Line at 800-294-4015

MILESTONE RETIREMENT INCOME

The Next Retirement Milestone on Your Journey

The goal is to have three times (3x) your salary saved by age 40.

Current contribution rate
4%
\$104.00 per pay check

RETIREMENT MILESTONE
\$210,000
3x your salary at 40

Balance Today: \$77,977.03
Hypothetical Balance at 40: \$104,201.00

Edit Retirement Goal Settings
About the Numbers | Planning & Guidance | Watch 10x Video | How does my 401(k) balance compare?

Hypothetical illustration is provided for educational purposes only and is intended to start you thinking about funding your retirement. Hypothetical balance does not include employer contributions and does not factor in monthly pension income. We assume a flat rate of return of 3.5%. Always consider your personal situation before making contribution changes.

Make the most of your benefits

- 1 Your Personal Finance Picture
- 2 Get a complete picture of your investments
- 3 Fidelity Consultants are Here to Help

Designate Your Beneficiary



Employee Benefits

MENU

Theta Organization

\$ Payroll

Planning

Library

Profile

Logout

JAKE WALTER

Summary

Login & Security

Personal & Contact Information

Preferences

Login & Security

100%

Manage your NetBenefits® username, password, and security questions.

Personal & Contact Information

70%

Manage your personal information such as name and address.

Some of your contact information is missing.
Review and Update

Communication

100%

Choose how you'd like to receive important account information.

Beneficiaries

100%

Manage information about your beneficiaries.

Site Display

100%

Choose to display some other Fidelity accounts in NetBenefits.

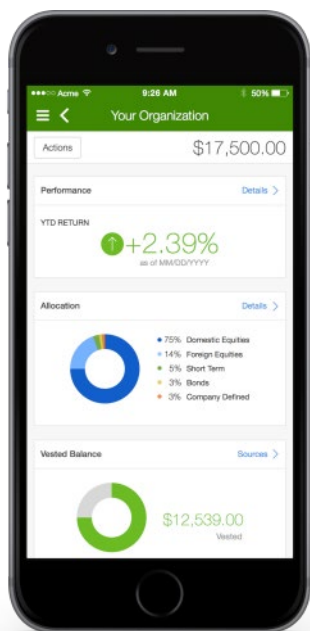
Additional Accounts

100%

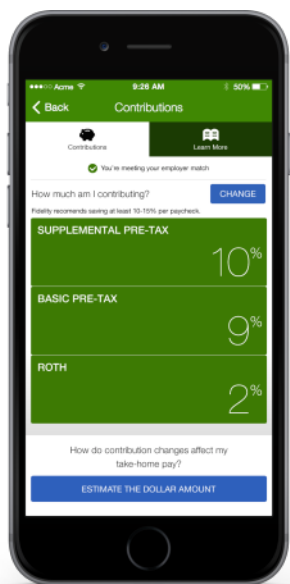
Choose to display other workplace accounts in NetBenefits.

Retirement Savings On The Go!

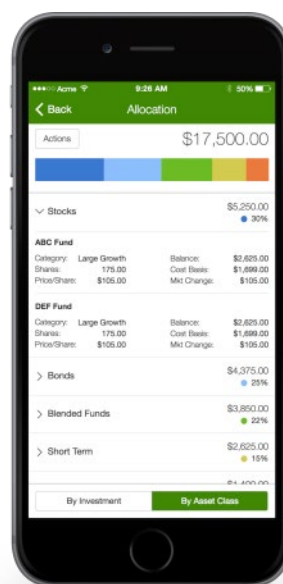
NetBenefits Smartphone App Experience



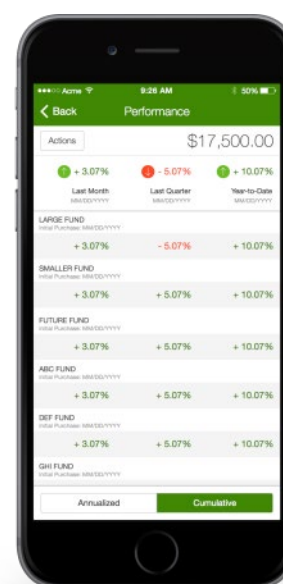
Summary view of
account with
personal rate
of return



Important
information about
your contributions



Account
breakdown by
asset class



Performance
details

Profile of Your Retirement Plan

Monitor Your Results

- Quarterly Statements
- Voice Response
 - 800-294-4015
 - Customer Service Representatives available Monday to Friday
- Web Access
 - www.netbenefits.com

Questions?

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