

charles
SCHWAB

Marvell Semiconductor 401(k) Retirement Plan

It's your
retirement —
make it happen.



Own your tomorrow.

Dear Employee:

Marvell encourages you to make your retirement work by participating in the Marvell Semiconductor 401(k) Retirement Plan (“the Plan”). When you participate, you take an important step toward reaching your financial goals.

Schwab Retirement Plan Services, our retirement plan service provider, is available to help you make choices that fit you and your life. You can find helpful information, resources, and tools online at **workplace.schwab.com** to help you plan for retirement.

Please take time to explore the following sections of this guide:

- Start contributing
- What’s in it for you?
- The fundamentals of saving
- Choose your strategy
- The Plan summary
- Managing your account
- Accessing your account

Sign up for the Plan today. Then take advantage of the guidance and resources available to help you at **workplace.schwab.com**.

Whether you’re new to the Plan or a long-time participant, you can speak with an Advice Consultant for help.

Just call **1-800-724-7526**. Si preferiría hablar con alguien en español, por favor llámenos al **1-877-905-2553**. Or log in to **workplace.schwab.com** to get answers to your questions.

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We can help.

Learn more about retirement planning, estimating how much you should save, or choosing investments. Call

1-800-724-7526 or visit workplace.schwab.com.

Start contributing.

Enroll now.

For help, call
1-800-724-7526.

Saving for your goals.

Your Marvell Semiconductor 401(k) Retirement Plan (“the Plan”) is a great tax-deferred tool to help you take charge of your savings and potentially be prepared for retirement.

How to start contributing to the Plan.

Register and enroll.

Enroll today at **workplace.schwab.com**:

- You must first establish your login credentials using the **Register Now** link at **workplace.schwab.com**.
- You may also set up your login credentials via the Schwab Workplace Retirement App.* Download the app at **workplace.schwab.com/mobile**.

Once you have successfully created your login credentials, follow the prompts to enroll.

Decide how much to contribute.

Your decision should be based on factors such as your age, your compensation, and the amount of income you may need when you retire.

Schwab Retirement Plan Services provides you with helpful tools like the Retirement Calculator to help you determine the amount of income you may need when you retire. Log in to **workplace.schwab.com**; under the **Learning Center** tab, click on **Planner Tools**.

Decide how to invest.

Choose the investments that may help you move toward your goals. For information on choosing investments, review the section titled “Choose your strategy” in this guide.

Choose your beneficiary.

You can select one or more primary beneficiaries who will receive money from your account in the event of your death. You can also pick one or more contingent beneficiaries to receive the proceeds if no primary beneficiary survives. Go to **workplace.schwab.com** to enter the information.

How Schwab Retirement Plan Services can help.

To learn more about retirement planning, or choosing investments, call **1-800-724-7526** or visit **workplace.schwab.com**.

*Requires a wireless signal or mobile connection. System availability and response times are subject to market conditions and your mobile connection limitations. Functionality may vary by operating system and/or device.

What's in it for you?

Most of us will have three sources of income when we retire: our personal savings, our 401(k) retirement savings, and Social Security. Social Security benefits are an important addition to your total retirement income, but even the Social Security Administration recommends that you don't rely only on these benefits for your retirement income.*

And that makes the Marvell Semiconductor 401(k) Retirement Plan a key factor to any financial independence you might want—now and later on. Here's why:

Contributing can help lower your current taxes.

You don't pay current federal income tax on the amount that you defer on a pre-tax basis into a 401(k) account. So, if you earn \$30,000 in a year and defer \$1,800 into your 401(k) account, the IRS only recognizes \$28,200 in income on that year's tax return.

Use the Paycheck Calculator on workplace.schwab.com to see how your savings contribution may affect your paycheck.

Save in the Plan, save on your current taxes.

This example shows how participating in the Marvell Semiconductor 401(k) Retirement Plan can potentially lower your current taxes. In the comparison chart below, saving in a 401(k) at a 6% pre-tax deferral rate, instead of saving the same amount after taxes, increases after-tax income by \$270.

	Savings account	401(k) plan
Annual salary	\$30,000	\$30,000
Plan contribution	\$0	\$1,800 (6% pre-tax)
Taxable income	\$30,000	\$28,200
Federal income tax	\$4,500	\$4,230
6% after-tax investment	\$1,800	\$0
Income remaining after current taxes and savings	\$23,700	\$23,970 (\$270 higher)

This example is hypothetical and provided for illustrative purposes only. The amount of income tax you save depends on your federal tax withholding rate and the amount you save in the Plan. This example assumes a federal withholding rate of 15%. Exemptions, itemized deductions, and state taxes are not reflected in this example. Withdrawals from the Plan are taxable as ordinary income at the time of distribution.

Contributing may help with planning to have income to last the rest of your life.

People are living longer than ever before. Living longer means you'll need your savings to last longer as well. The Plan may help prevent outliving your retirement savings.

Contributing to the Plan can help with money for medical expenses in retirement.

Out-of-pocket health expenses can be the largest uncontrollable expense most people will face in retirement. Your retirement savings can help ensure you have money for good healthcare.

*Source: Social Security Administration Publication No. 05-10035, "Retirement Benefits January 2018."

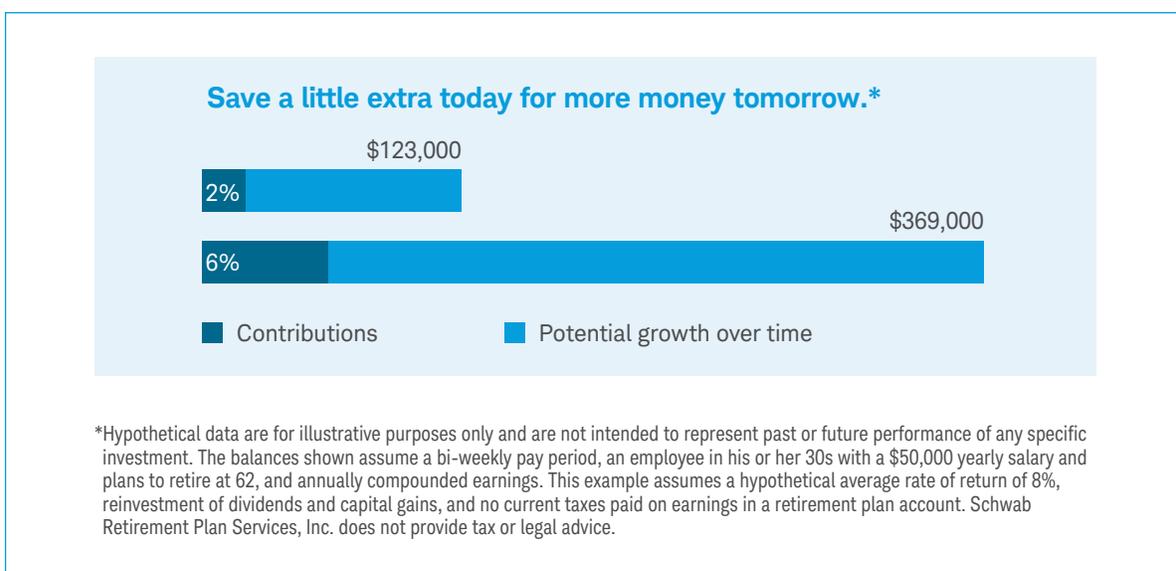
The fundamentals of saving.

Pay yourself first.

In an ideal world, you'd have enough money to pay all your bills, save for retirement, save for emergencies, and save for other goals like college or buying a house. But in the real world, you may not have enough money to save for all of these at once. The key to saving is to determine what things need to be put first and make your retirement savings first on your list. Then you can work on more than one goal at a time and even change the order of your priorities as needed.

Contribute as much as you can.

Even if you save a small amount now, it can potentially make a big difference later on. Thanks to the effects of compound earnings, both your saving contributions and any earnings they generate can potentially grow together over time. The graph below shows an example of how compounding works.



Become a long-term investor.

Saving is also about taking a long-term view. No matter what financial need arises, resist the temptation to stop contributing for your retirement. Swings in the economy can be discouraging, but history shows that things improved over the long term.

Tips for saving more.

- Save all or a portion of any compensation increase.
- The Plan includes annual automatic savings increases. Maintain or even increase your deferral rate to save more.
- Track your spending regularly to find ways you might cut back. If you live on less, you may be able to save more.
- Monitor your investments at workplace.schwab.com.

Additional help is available.

Visit SchwabSavingsFundamentals.com, available from Charles Schwab & Co., Inc., to find out how you can prioritize your savings.[§]

Choose your strategy.

The Plan allows you to choose investments that fit your approach. Some people like help in selecting their investment choices. Others prefer a more hands-on approach, actively selecting and managing their own investments.

Get personalized advice.

Your Plan offers you access to third-party personalized advice. This benefit can play a key role in your retirement savings goals.

This advice will calculate your target retirement income goal and provide personalized recommendations on how much to save for retirement, when you can plan to retire, and when to start taking social security benefits. It will also select the investments for your retirement plan account, based on the investments available within your Plan.

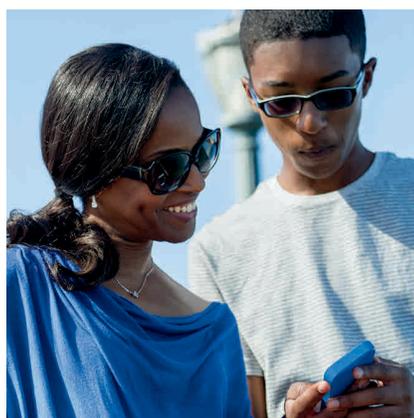
The power of personalization

Information such as salary, account balance, savings rate, estimated social security benefits, or other sources of income creates a more holistic view of you, your retirement income goals, and your investment style.

Ongoing professional management

What's more, for a fee, you can receive professional management of your retirement plan account through the managed account service, which provides ongoing investment monitoring and will automatically make changes to your investments as your retirement needs change and you get closer to retirement.

The fee for this service is based on your eligible average daily retirement plan account balance and the number of days you are in the service, which is applied to your retirement plan account on a quarterly basis. For more information, log in to your Plan account at workplace.schwab.com, go to My Account > History & Statements > Statements & Reports, and view the latest annual Fee and Investment Notice and any subsequent change Notices listed in the Other Account Documents section.



We can help.

Visit the Learning Center for tools and resources to help you know where you are and where you're going. Go to workplace.schwab.com.

Choose your strategy.

With your Plan, you have the power to choose the kind of account management that is right for you.

If you don't have time to keep up with financial planning or would feel more comfortable with ongoing professional investment management, the managed account service may be right for you. If you'd rather manage your account yourself, you can call your own shots while still getting initial personalized advice recommendations to help you make informed decisions.

The advice and managed account service is provided by Morningstar Investment Management LLC, an independent registered investment adviser.*

It's easy to get started. Log in to your account at **workplace.schwab.com** to access the self-serve advice tool or schedule an appointment to chat one-on-one with an advice consultant, who can walk you through the process and explain Morningstar Investment Management's recommendations to you.

Choose your strategy.

It's your choice.

If for any reason you choose not to take advantage of the third-party managed account service, you can login to your Plan account to select your own investments based on the investment options in the Plan. When you choose to manage your Plan account yourself, you will be responsible for creating your own savings and investment strategy, regularly monitoring your investments, and rebalancing and routinely adjusting your portfolio. You'll find a complete list of available options at workplace.schwab.com.



For assistance,
call us at
1-800-724-7526.

Choose your strategy.

Which investing approach is right for you?

Get a diversified retirement strategy with Schwab Managed Retirement Trust Funds™.

Are you looking for an approach that manages your investment strategy by adjusting your portfolio to align with a specific target retirement date? Consider Schwab Managed Retirement Trust Funds™*—diversified managed funds that adjust over time.

The values of the target funds will fluctuate up to and after the target dates. There is no guarantee the funds will provide adequate incomes at or through retirement.

Schwab Managed Retirement Trust Funds™.

Schwab Managed Retirement Trust Funds™ are professionally managed funds that invest in a variety of asset classes and automatically rebalance to become more conservative over time.

We can help.

Visit the Learning Center for tools and resources to help you know where you are and where you're going. Go to workplace.schwab.com.

How does it work?

- When you enroll, select a fund that best matches your expected retirement date, as well as other factors important to you.
- The mix of investments shifts from more aggressive to more conservative over time.
- You should review your investment selection at least annually to ensure you remain on track with your goals.

*The Schwab Managed Retirement Trust Funds™, Schwab Indexed Retirement Trust Funds® and Schwab Institutional Trust Funds® (each a "Fund", collectively the "Funds" or "Collective Trusts Funds (CTFs)") are collective trust funds maintained by Charles Schwab Trust Bank (CSTB), as trustee. They are available for investment only by eligible retirement plans and entities. Charles Schwab Trust Bank's Collective Trust Funds are not insured by FDIC or any other type of deposit insurance; are not deposits or other obligations of, and are not guaranteed by CSTB or any of its affiliates; and involve investment risks, including possible loss of principal invested. The Funds are not mutual funds and are exempt from registration and regulation under the Investment Company Act of 1940 (the "1940 Act"), and their units are not registered under the Securities Act of 1933, or applicable securities laws of any state or other jurisdiction. Unit holders of the Funds are not entitled to the protections of the 1940 Act. The decision to invest in the Funds should be carefully considered. The Funds' unit values will fluctuate and may be worth more or less when redeemed, so unit holders may lose money. The Funds are not sold by prospectus and are not available for investment by the public. The Funds' prices are not quoted in newspapers.

Effective January 1, 2019, Charles Schwab Bank transferred its Collective Trust Funds to CSTB, a subsidiary of The Charles Schwab Corporation. CSTB serves as successor trustee of the Funds and succeeds to the rights and obligations of Charles Schwab Bank under the Funds' Participation Agreement. This transfer resulted in no material change to the investment management, operations or structure of the Funds.

Choose your strategy.

Which investing approach is right for you?

Invest on your own with Plan-selected funds.

Do you enjoy researching and choosing investments? Do you have the time to manage your account at least once a year? Then Plan-selected funds may be your choice.

Plan-selected funds.

Plan-selected funds are an array of investments chosen by your employer to give you a diverse range of choices.

How does it work?

- First, determine your risk tolerance. For help, you can use the Investor Profile Questionnaire in this guide. You will also find a variety of tools and resources to help you at workplace.schwab.com, including the Investor Profile Questionnaire.
- Conduct research as needed, using the many tools provided, to help you analyze and choose among the Plan's funds.
- Decide what percentage of your contribution should go to each fund.
- Information is available for each mutual fund in the Plan at workplace.schwab.com or by calling **1-800-724-7526**.

We can help.

Get answers to your investing questions. Call **1-800-724-7526** or go to workplace.schwab.com.



Choose your strategy.

Which investing approach is right for you?

Invest on your own with a wider array of options in a PCRA.

Are you a knowledgeable, experienced investor with the time and interest to conduct your own research and decide how to invest? Do you have time to review your decisions at least annually? If so, a Schwab Personal Choice Retirement Account® (PCRA)* may be the strategy for you.

The Schwab Personal Choice Retirement Account.

PCRA is a brokerage account you manage yourself that provides access to more investment choices than are otherwise available in the Plan. To choose this investment strategy, you must first enroll in the Plan and then complete a PCRA Application at workplace.schwab.com under the **Manage Account** tab.

How does it work?

- Once your PCRA is approved and opened, you may transfer any portion of your funds from existing Plan investments into your PCRA.
- Take advantage of the many online tools to help you search and analyze investment opportunities.
- You can place trade orders in your PCRA online through [schwab.com](https://www.schwab.com) or by calling a Schwab PCRA Representative at **1-888-393-7272**.

Please note: Schwab Retirement Plan Services, Inc. is restricted from providing access to advice on a PCRA. Some PCRA investments may have initial and subsequent investment minimums. There may be other fees associated with trading.

For more information on charges and minimums, contact a Schwab PCRA Registered Representative at **1-888-393-7272**.

For PCRA
questions,
contact a PCRA
representative at
1-888-393-7272.

*Schwab Personal Choice Retirement Account® (PCRA) is offered through Charles Schwab & Co., Inc. (Member SIPC, www.sipc.org), a registered broker-dealer, as part of the Plan, with Plan recordkeeping services provided by Schwab Retirement Plan Services, Inc.

Track your progress and see the impact of small changes.

The first step in getting to where you want to go is knowing where you are.

Preparing for retirement is all about taking a long-term view. But in the midst of day-to-day concerns, it can be hard to keep an eye on your big picture.

Now you can keep tabs on whether you're on track to meet your retirement saving goals based on your current strategy, and explore how small changes could affect how much you might have. The Plan offers My Retirement Progress™, an interactive tool that can help you:

- View your estimated monthly income in retirement based on your current retirement savings and investment strategy.
- Refine your personalized progress snapshot by providing additional information.
- Model how changing the variables—contributions, age, desired retirement income—could affect your estimated readiness.

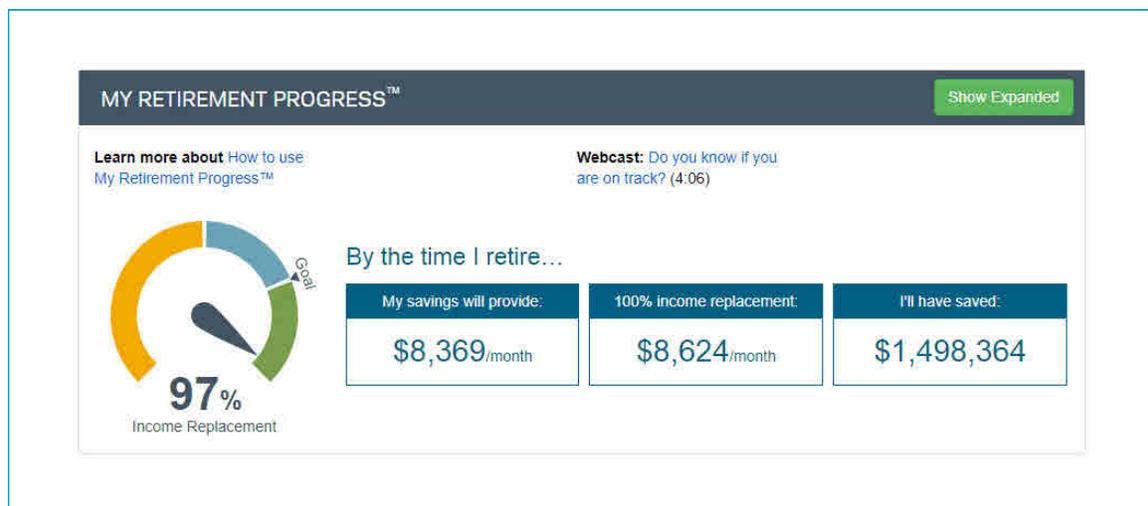
We encourage you to take charge of your retirement and use My Retirement Progress to explore your retirement readiness. It's available to you anytime* at workplace.schwab.com.

Learn more.

To learn more about the data used to formulate My Retirement Progress or to provide additional information, visit workplace.schwab.com.

Here's an example of what you'll see with My Retirement Progress.

(For illustrative purposes only.)



*Access to electronic services may be limited or unavailable during periods of peak demand, market volatility, systems upgrades, maintenance, or for other reasons.

The Plan summary.

Eligibility.

401(k) plan.

You are eligible to begin saving in the Plan.

You must complete the enrollment process within 30 days after you become eligible. If you haven't completed the enrollment process within that time, you will be automatically enrolled in the Plan at a pre-tax savings rate of 6% and invested in: one of the Schwab Managed Retirement Trust Funds™ appropriate for your age, as determined by the Plan.

To make things even easier, the Plan offers automatic savings adjustments to help you set aside extra money—automatically. An annual savings rate adjustment of 1% each year until you reach 10% is intended to help you keep pace with your savings objectives.

Profit sharing plan.

You are eligible to participate in the Plan.

Plan entry date.

Once you meet the Plan's eligibility requirements, you can enroll in the Plan immediately.

Your contributions.

Pre-tax.

You may contribute up to 75% of your eligible compensation before taxes each pay period. Federal law limits the amount you can contribute in a given year. The limit is set annually. Visit workplace.schwab.com for the current limit.

Roth 401(k).

The Plan includes a Roth 401(k) option. If you decide to make Roth 401(k) contributions, they will be deducted from your paycheck after taxes. You will not pay taxes on any earnings when they are withdrawn—provided that any distribution from your account occurs at least five years following the year you make your first Roth 401(k) contribution to the Plan and you have reached age 59½ or have become disabled. In the event of your death, your beneficiary will not owe taxes on the account balance. Your combined pre-tax and Roth 401(k) contributions cannot exceed the annual federal limit.

Catch-up contributions.

If you will be age 50 or older before December 31, you may be able to contribute an additional amount to the Plan. The federal government sets the catch-up contribution limit every year. Catch-up contributions are available for both Pre-tax catch-up contributions and Roth 401(k) catch-up contributions to the Plan. Visit workplace.schwab.com for the current limit.

The Plan summary.

After-tax.

You may contribute up to 75% of your compensation after taxes each pay period.

Roth in-plan transfer.

You have the opportunity to convert (transfer) some or all of your vested account balance into Roth 401(k) after-tax dollars. Any converted money is taxable in the year of conversion and will share the same tax benefits as the Roth 401(k) contributions described above, as long as the distribution from your Roth 401(k) conversion account occurs at least 5 years following the year of conversion and you are at least age 59½ or have become disabled. At death, Roth 401(k) contributions that your beneficiary may inherit are not subject to federal or state income taxes.

Changes.

You may make changes to your contributions anytime. Please note the changes you make will be effective as soon as administratively feasible.

Rollover.

If you have assets in a qualified retirement plan with a previous employer, there may be several options available to help you manage your retirement accounts. For more information about your options, call Participant Services at **1-800-724-7526** from 7 a.m. to 11 p.m. ET, Monday through Friday, or go to workplace.schwab.com.

Company contributions.

Your company matching.

Marvell may make discretionary matching contributions to your account if you are eligible under the terms of the Plan. To receive Marvell contributions, you must be employed by the Marvell on the last day of the Plan year.

Profit sharing plan.

Marvell may make a discretionary Profit Sharing contribution to your account if you are eligible under the terms of the Plan. To receive Marvell contributions, you must be employed by Marvell on the last day of the Plan year and must have worked at least 1000 hours.

Employer contributions are paid on a pre-tax basis and may be taxable at withdrawal.

Vesting.

Introduction.

Vesting refers to ownership of your account. If you are entitled to 100% of your account, you are considered fully vested.

The Plan summary.

Your contributions.

You are always 100% vested in your own contributions, including any rollovers you make to your account.

Company contributions, matching.

You are immediately fully vested in Marvell's contributions and any earnings from those contributions.

Company contributions, profit sharing plan.

Marvell's contributions to your account are vested according to the following schedule:

Year 1: 33%

Year 2: 67%

Year 3: 100%

Choosing your funds.

The Plan offers a number of investments, and as a participant, you can choose how to invest. After you review these funds at workplace.schwab.com, you can select the ones in which you would like to invest and determine the percentage you want to allocate to each fund.

Changing your options.

You may transfer existing assets in your account to other options in the Plan at any time, subject to prospectus requirements.

To help you meet your objectives, you have the option to utilize the third-party managed account service. To get started, just call **1-800-724-7526** or visit workplace.schwab.com. Si preferiría hablar con alguien en español, por favor llámenos al **1-877-905-2553**.

Withdrawals.

Introduction.

The Plan is designed primarily to help you save for retirement. Withdrawals are restricted by the Internal Revenue Service. You may take money out of your account under the following circumstances:

Retirement.

You can withdraw money from your plan account when you reach the customary retirement age of 65 or the early retirement age of 59½.

In-service.

In-service withdrawals are those made from your account while you are still employed by the Company. These withdrawals are allowed under certain circumstances.

The Plan summary.

Hardship.

You may be eligible to withdraw part of your account balance if you experience a hardship. Hardship is defined as an instance where you need to:

- Prevent eviction from or foreclosure of your primary residence
- Repair damage to your primary residence
- Purchase a primary residence
- Pay for post-secondary education for you or an immediate family member
- Pay for uninsured medical expenses
- Pay for funeral expenses for an immediate family member
- Cover certain expenses and losses incurred as a result of a federally declared disaster

Hardship withdrawals are subject to ordinary income tax and may be subject to a 10% federal penalty. Residents of certain states may also be subject to state penalties. If you feel you are facing a financial hardship, call **1-800-724-7526**.

Loans.

- You may borrow money from your account. You may borrow a maximum of 50% of your vested account balance or \$50,000, whichever is less.
- The minimum loan amount is \$1,000.
- You may have 2 outstanding loans at a time.
- Loans must be repaid within 5 years.
- Loans to purchase a home are an exception to this rule. These loans must be repaid within 10 years.
- The interest rate on your loan will be the prime rate at the time you take out your loan, plus 1%.
- Each loan will be charged a one-time setup fee of \$75.
- If you leave your job, you may be required to pay off the loan or it will be subtracted from your vested balance and you will be subject to applicable taxes.
- After your loan request is received and approved, you will receive a check for the requested loan amount in approximately 4 business days.

For more information and to apply for a loan, call **1-800-724-7526**.

Termination.

If you leave your job for any reason, voluntarily or involuntarily, you may receive the vested balance of your account.

The Plan summary.

If your vested account balance is less than \$1,000, you will be contacted and provided with information on the options available to you. If you do not respond, it will be paid to you. This is called a single-sum cash distribution.

If your vested account balance is between \$1,000 and \$5,000, you will be contacted and provided with information on the options available to you. If you do not respond, the balance will be rolled over to a Rollover Individual Retirement Account administered by Charles Schwab Trust Bank. Rollover funds in the Charles Schwab Trust Automatic Rollover IRA are deposited in a Federal Deposit Insurance Corporation (FDIC) insured money market deposit account at Charles Schwab Trust Bank. You may also hold deposits at one or more banks that are affiliated with Charles Schwab Trust Bank ("Affiliated Banks"). Funds deposited at Affiliated Banks are eligible for FDIC insurance, in aggregate, up to \$250,000 per Affiliated Bank, based on account ownership category, such as individual retirement accounts or self-directed employee benefit plans, such as Personal Choice Retirement Account. You are responsible for monitoring the total amount of deposits you hold with the Affiliated Banks. Because the deposit insurance rules are complex, you may want to use the FDIC's online tool Electronic Deposit Insurance Estimator (www.fdic.gov/edie) to estimate your total coverage. Any account balances in Roth 401(k) sources will be rolled over into a Roth IRA, and the five-year qualification period may start over.

When a participant rolls a Roth 401(k) balance to a new Roth IRA, the five-year qualification period may start over. This may impact the rollover decision. If the participant has an established Roth IRA, then the qualification period is calculated from the initial deposit into the IRA and the rollover will be eligible for tax-free withdrawals when that five-year period has ended (and the age qualifier has been met).

Disability.

If you become permanently disabled, you may withdraw your money without penalty.

Death.

In the event of your death, your vested Plan account balance will be paid to your designated beneficiary or beneficiaries.

Withdrawals from the Plan may be subject to income tax and possible penalties. Where specific advice is necessary or appropriate, you should consult with a qualified tax advisor, CPA, financial planner, or investment manager. Schwab Retirement Plan Services does not provide tax or legal advice.

The Plan summary section is only a brief overview of the Plan's features. It is not legally binding. A more detailed Summary Plan Description is available from Schwab Retirement Plan Services at **1-800-724-7526**. Please review the Summary Plan Description carefully for additional information about specific provisions in the Plan. If you have further questions, contact Schwab Retirement Plan Services at **1-800-724-7526**.

Managing your account.

Ways to manage your account.

Account statement.

You will receive a personalized account statement each quarter. You may also request to receive an email notification when your account statement is available online.

Web.

You can manage your account online at workplace.schwab.com. Save time and resources by viewing your statement online.

Go paperless. It's easy.

You can also do away with paper altogether. Sign up for paperless delivery to stop receiving account information through the mail. Instead, whenever there's a new statement or other document ready to view, you will receive an email to let you know.

To get started, go to workplace.schwab.com.

- Log in to your account.
- Go to "My Profile" then "Communication Preferences".
- Select your delivery options.
- Confirm or update your current email address.
- Select "Save Changes" and you're done.

Mobile app.

The Schwab Workplace Retirement app for iPhone® and Android™ may be used to track your retirement account balance from anywhere.* Visit schwab.com/mobileapp to download.

Phone.

You can manage your account 24 hours a day by phone, and you may contact a Participant Services Representative by calling **1-800-724-7526** from 7 a.m. to 11 p.m. ET Monday through Friday.

Account security.

Be sure to keep your financial information confidential. Don't share identifying data, including your account number, login ID or password, and keep this information in a secure location. Avoid using the same password for multiple accounts, and change your password at least every six months.

*Requires a wireless signal or mobile connection. System availability and response times are subject to market conditions and your mobile connection limitations. Functionality may vary by operating system and/or device.

Access to electronic services may be limited or unavailable during periods of peak demand, market volatility, systems upgrades, maintenance, or for other reasons.

Apple, the Apple logo, iPad, and iPhone are trademarks of Apple Inc., registered in the U.S. and other countries. App Store is a service mark of Apple Inc. Android is a trademark of Google LLC. Use of this trademark is subject to [Google Permissions](#).

Accessing your account.

How to access your account.

Access your account. Use any of the following options to check the status of your investments, rebalance your portfolio, and take advantage of helpful financial planning tools.

Participant Services.

Toll-free: **1-800-724-7526**

Si prefiere hablar con alguien en español, por favor llámenos al **1-877-905-2553**.

Online.

To log in, go to: **workplace.schwab.com**.

Chat online.

- Log in to **workplace.schwab.com**.
- Click on the **Chat With Us** link.

PCRA

Toll-free: **1-888-393-7272** (1-888-393-PCRA)



We can help.

Get answers to your questions. Call **1-800-724-7526** or go to **workplace.schwab.com**.

Find an investment strategy that may work for you.



Investor profile questionnaire

Your investing strategy should reflect the kind of investor you are—your personal investor profile. This quiz may help you determine your profile and then match it to an investment strategy that’s designed for investors like you.

The quiz measures two key factors:

Your time horizon

When will you begin withdrawing money from your account and at what rate? If it’s many years away, there may be more time to weather the market’s inevitable ups and downs, and you may be comfortable with a portfolio that has a greater potential for appreciation and a higher level of risk.

Your risk tolerance

How do you feel about risk? Some investments fluctuate more dramatically in value than others but may have the potential for higher returns. It’s important to select investments that fit within your level of tolerance for this risk.

How to make your choice





Time horizon

Circle the number of points for each of your answers and note the total for each section.

1. I plan to begin withdrawing money from my investments in:

Less than 3 years	1
3–5 years	3
6–10 years	7
11 years or more	10

2. Once I begin withdrawing funds from my investments, I plan to spend all of the funds in:

Less than 2 years	0
2–5 years	1
6–10 years	4
11 years or more	8

Enter the total points from questions 1 and 2. **Time horizon score:**

If your Time horizon score is less than 3, stop here. If your score is 3 or more, please continue to Risk tolerance.

A score of less than 3 indicates a very short investment time horizon. For such a short time horizon, a relatively low-risk portfolio of 40% short-term (average maturity of five years or less) bonds or bond funds and 60% cash is suggested, as stock investments may be significantly more volatile in the short term.



Risk tolerance

3. I would describe my knowledge of investments as:

None	0
Limited	2
Good	4
Extensive	6

4. When I invest my money, I am:

Most concerned about my investment losing value	0
Equally concerned about my investment losing or gaining value	4
Most concerned about my investment gaining value	8

5. I currently own or have owned in the past (selection with the highest number of points):

Money market funds or cash investments	0
Bonds and/or bond funds	3
Stocks and/or stock funds	6
International securities and/or international funds	8

Example:

You now own stock funds. In the past, you've purchased international securities. Your point score would be 8.

6. Consider this scenario:

Imagine that in the past three months, the overall stock market lost 25% of its value. An individual stock investment you own also lost 25% of its value. What would you do?

Sell all of my shares	0
Sell some of my shares	2
Do nothing	5
Buy more shares	8

7. Review the chart below:

We've outlined the most likely best- and worst-case annual returns of five hypothetical investment plans. Which range of possible outcomes is most acceptable to you?

The figures are hypothetical and do not represent the performance of any particular investment.

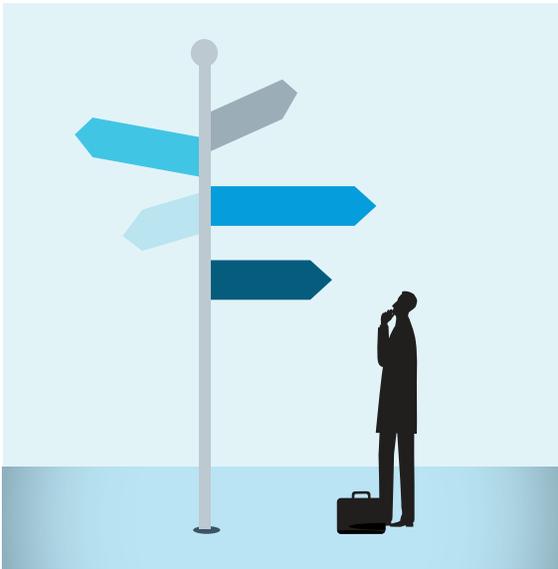
Plan	Average annual return	Best case	Worst case	Points
A	7.2%	16.3%	-5.6%	0
B	9.0%	25.0%	-12.1%	3
C	10.4%	33.6%	-18.2%	6
D	11.7%	42.8%	-24.0%	8
E	12.5%	50.0%	-28.2%	10

Enter the total points from questions 3 through 7. **Risk tolerance score:**



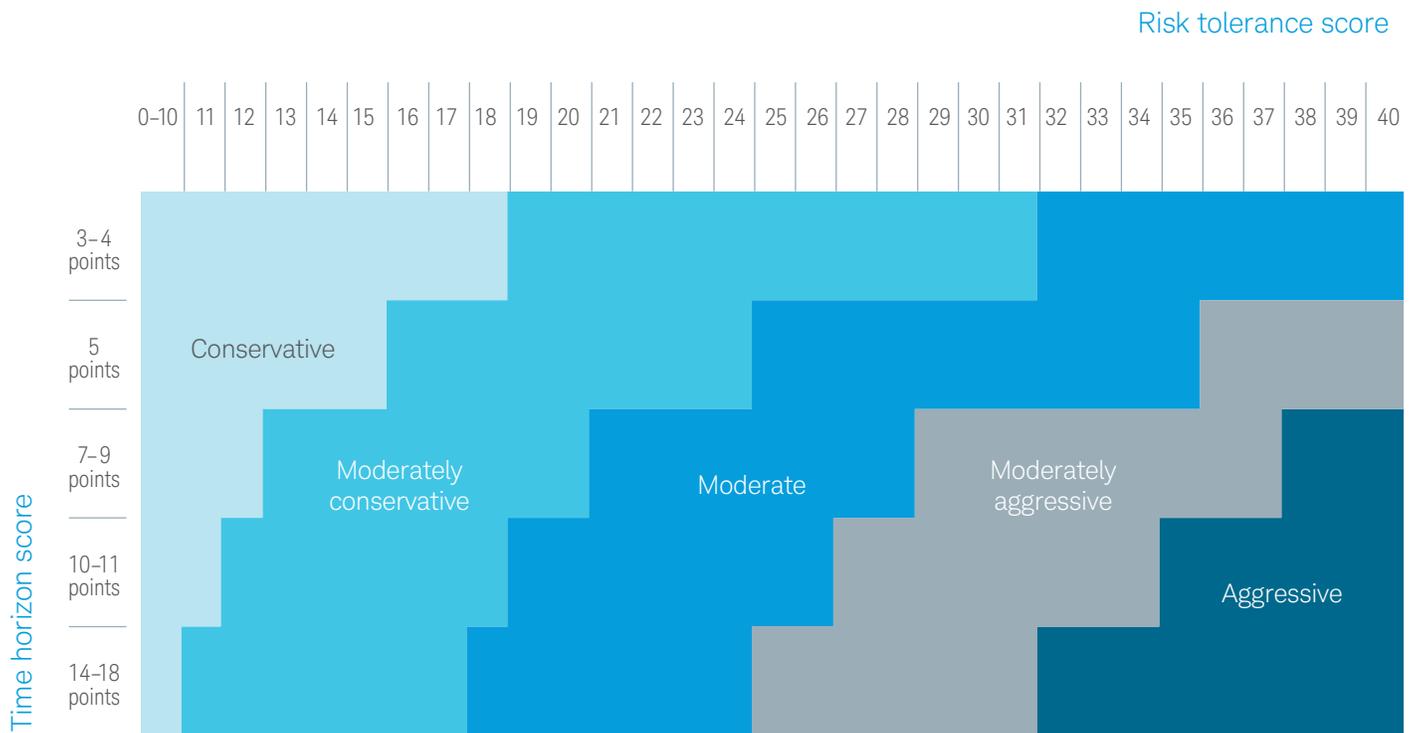
Determine your investor profile

The chart below uses the subtotals you calculated in the preceding two sections.



To determine your investor profile, find your **Time horizon score** along the left side and your **Risk tolerance score** across the top. Locate their intersection point, situated in the area that corresponds to your investor profile.

On the next page, select the investment strategy that corresponds to your **investor profile**. >





Select an investment strategy

These investment strategies show how investors might allocate their money among investments in various categories. Please note that these examples are not based on market forecasts, but simply reflect an established approach to investing—allocating dollars among different investment categories. Keep in mind that it's important to periodically review your investment strategy to make sure it continues to be consistent with your goals.

If one of the investment strategies below matches your investor profile, you can use this information to help you create an asset allocation plan.

Allocation strategies

Conservative	Moderately conservative	Moderate	Moderately aggressive	Aggressive
Average annual return (1970–2019): 7.4%	Average annual return (1970–2019): 9.4%	Average annual return: (1970–2019): 9.4%	Average annual return: (1970–2019): 9.9%	Average annual return (1970–2019): 10.2%
Best year: 22.8%	Best year: 27.0%	Best year: 30.9%	Best year: 34.4%	Best year: 39.9%
Worst year: -4.6%	Worst year: -12.5%	Worst year: -20.9%	Worst year: -29.5%	Worst year: -36.0%
For investors who seek current income and stability and are less concerned about growth.	For investors who seek current income and stability, with modest potential for increase in the value of their investments.	For long-term investors who don't need current income and want some growth potential. Likely to entail some fluctuations in value, but presents less volatility than the overall equity market.	For long-term investors who want good growth potential and don't need current income. Entails a fair amount of volatility, but not as much as a portfolio invested exclusively in equities.	For long-term investors who want high growth potential and don't need current income. May entail substantial year-to-year volatility in value in exchange for potentially high long-term returns.

■ Large-Cap equity ■ Small-Cap equity ■ International equity ■ Fixed income ■ Cash investments

Important information

Source: Schwab Center for Financial Research. For illustrative purposes only. The return figures are the average, the maximum, and the minimum annual returns of hypothetical asset allocation plans. The asset allocation plans are weighted averages of the performance of the indices used to represent each asset class in the plans and are rebalanced annually. Returns include reinvestment of dividends and interest. The indices representing each asset class are S&P 500® Index (large-cap stocks), Russell 2000® Index (small-cap stocks), MSCI EAFE® Index-Net of Taxes (international stocks), Bloomberg Barclays U.S. Aggregate Bond Index (fixed income), and FTSE U.S. 3-month Treasury Bill Index (cash investments). CRSP 6–8 was used for smallcap stocks prior to 1979; Ibbotson Intermediate-Term Government Bond Index was used for fixed income prior to 1976; and Ibbotson U.S. 30-day Treasury Bill Index was used for cash investments prior to 1978. Indices are unmanaged, do not incur fees or expenses, and cannot be invested in directly. For additional information, please see Schwab.com/IndexDefinitions. Past performance is no indication of future results. The Schwab Center for Financial Research is a division of Charles Schwab & Co., Inc.

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