Prepare for your future

Knowing your estimated income in retirement can impact your retirement readiness.

Through your BBC Studios Americas, Inc. 401(k) Retirement Plan, you'll get an easy-to-understand monthly estimate that:

• Gives you a savings goal.

• Simplifies planning for your future.

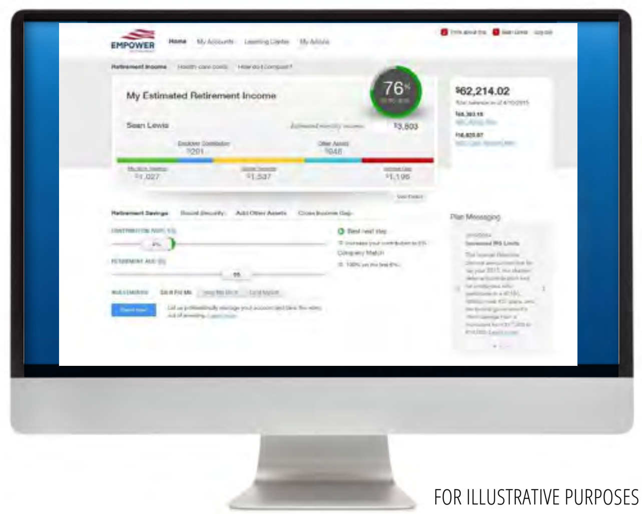
• Shows how you compare with other savers.

Use the online tool to:

• Easily model different savings scenarios.

• Take a next step to help boost your income in retirement.

• Quickly adjust contributions and rebalance your portfolio.



FOR ILLUSTRATIVE PURPOSES ONLY.

Make the most of your plan

Take advantage of these great features that can help you set aside what you'll need in retirement:

• Easy payroll deductions that allow you to save with every paycheck

• Pretax contributions that reduce your current taxable income

• Roth contributions that are tax-free when withdrawn*

• Ability to save up to $18,000 in 2015, plus an extra $6,000 if you're age 50 or older

Additional plan details are available in the plan's Summary Plan Description and plan documents.

* Any potential earnings are tax-free after a required five-year holding period when withdrawn after age 59½ upon meeting a distributable event.

If there are any discrepancies between this Enrollment Guide and the Plan Document, the Plan Document will govern.

Get started!

Log on to: **www.empower-retirement.com/participant**

For first-time access:

Once logged on, select the REGISTER button. The website will guide you through the account registration process. If you don't have a PIN, you will still be able to register online by selecting "I do not have a PIN" and providing the information requested. The next time you access your account, choose Sign In.

Scan it

Use your mobile phone to snap this QR code to go directly to the website. If you don't have a QR reader, you can download one free from an app store by searching QR READER.
Code expires: 09/2016

Invest for your future

Choosing a mix of investments right for your age and personal circumstances is one of the keys to smart investing. You can:

Do it yourself

Your plan offers a wide range of investments that allow you to choose the mix you prefer based on your own investing strategy.

HOUSEKEEPING

Manage your account

Get account information fast!

Provide your email address and sign up for selected electronic communications.

To sign up, log on and follow these easy steps:

1. Click on your name in the upper right of the screen.
2. Choose *Edit Full Profile* and make your election.

Simplify your life

Simplify your life by rolling over your accounts from previous employer plans and:

- Get one statement.
- View one website.
- Call one number.

To get started, call Empower at 888-411-4015.*

Choose your beneficiary

Keep your beneficiary information up to date. Log on to the website and follow these easy steps:

1. Choose your plan name.
2. Click on *Beneficiaries.*

You can get more information about your plan, fees and investment choices anytime online. Additional details about these features will also be mailed to you shortly.

*You are encouraged to discuss rolling money from one account to another with your financial advisor/planner, considering any potential fees and/or limitation of investment options.

Empower Participants – Managing Enrollments and Contributions

Link: participant.empower-retirement.com/participant/

Once you have registered your account and logged in, go to Account > Contributions to make changes to your automatic enrollments or edit contribution details. Make sure you click the blue **confirm and continue** button after making changes.