



Vanguard[®]

Plan highlights

Calumet GP, LLC Retirement Savings Plan (092319)

This material has been designed to give you a general description of the main features of the Calumet GP, LLC Retirement Savings Plan. Up-to-date information on your plan's features is available by logging on to your account on vanguard.com and selecting **View plan rules**. You can also refer to the "Summary plan description" or contact Vanguard.

Connect with Vanguard

- **Online.** Log on to your account at vanguard.com for 24-hour access to information about your account, your plan's funds, and Vanguard's financial planning and advice services.
- **By phone.** Get 24-hour access to your account and information about your funds through the interactive VOICE[®] Network at **800-523-1188**.
- **With personal assistance.** Vanguard Participant Services associates are available to assist you with transactions and answer your questions at **800-523-1188** Monday through Friday from 8:30 a.m. to 9 p.m., Eastern time.

Provision	Description
Eligibility and enrollment	<p>You are eligible to participate in the plan on the first day of the month following your date of hire.</p> <p>To enroll, call Vanguard at 800-523-1188 or go to vanguard.com/enroll. To enroll online, you will need your plan number: 092319. You will be asked the percentage of your pay you want to contribute and how you want to invest among the fund choices available.</p>
Beneficiaries	<p>Be sure to name beneficiaries for your plan account. Properly designating beneficiaries ensures that, when you die, your hard-earned savings are distributed according to your wishes.</p> <p>You will be prompted to name beneficiaries immediately after you enroll online. To name beneficiaries later, or to update your beneficiary information, follow these simple steps:</p> <ol style="list-style-type: none">1. Log on to your account at vanguard.com.2. Click My Profile. (If you have multiple accounts at Vanguard, you may need to select Employer plans first.)3. Click Beneficiaries.

Provision	Description
Employee contributions	<p>You can contribute from 1% to 70% of your pay on a pre-tax or Roth 401(k) after-tax basis.</p> <p>The IRS also limits plan contributions. For current IRS limits, visit vanguard.com/contributionlimits.</p> <p>If you contributed to a previous employer's plan this year, be aware that the annual IRS limit applies to the sum of your contributions to all employer plans for the current year. You should monitor your contributions to ensure that your total contributions for the current year do not exceed the annual IRS limit.</p> <p>If you are age 50 or older, or will turn 50 by year's end, and you contribute the maximum allowed, you may make catch-up contributions. Catch-up contributions allow you to save above the normal IRS annual limit on a pre-tax or Roth basis.</p>
Company contributions	<p>Matching contributions. For every \$1 you contribute (up to 4% of your pay), Calumet GP, LLC, will contribute \$1 to your account. Then for every \$1 you contribute of the next 2% of your pay, Calumet GP, LLC, will contribute \$0.50.</p> <p>For example, if you contribute 6% of your pay, Calumet GP, LLC, will add 5% (100% of the first 4% you contribute and 50% of the next 2% you contribute).</p> <p>Profit-sharing contribution. Each year Calumet GP, LLC, may make a profit-sharing contribution to the accounts of eligible employees in an amount determined by its board of directors. The profit-sharing contribution is not guaranteed.</p>
Rollovers	<p>Call Vanguard if you'd like to roll over money into this plan from a former employer's eligible plan or a qualifying IRA.</p>
Vesting	<p>Vesting refers to your right of ownership to the money in your account.</p> <p>You are always 100% vested in your own contributions, your employer's matching contributions, and their earnings. You become vested in your company's profit-sharing contributions after three years of service.</p>
Funds	<p>Please see the enclosed "Your funds at a glance" or log on to your account at vanguard.com.</p>
Accessing your account	<p>You can conduct the following account transactions anytime by logging on to vanguard.com or calling Vanguard at 800-523-1188:</p> <ul style="list-style-type: none"> • Join the plan. • Stop or change your payroll deductions. • Change how your contributions are invested. • Move money between funds. • Request loans (by phone only). • Request distributions.

Provision	Description
Loans	<p>Although the plan is designed for long-term savings, you can borrow from your account. Keep in mind that your paycheck would be reduced to repay the loan with interest, and that you could owe taxes and a penalty if you fail to repay on time or when you leave Calumet GP, LLC.</p> <p>Here are the loan provisions:</p> <ul style="list-style-type: none"> • Minimum amount: \$1,000. • Maximum amount: 50% of your vested account balance up to \$50,000 (or less if you have had an outstanding plan loan in the past 12 months). • Maximum outstanding loans: one. • Repayment: up to five years. • Origination fee (per loan): \$30 when applying online or through VOICE, \$80 when applying by phone with personal assistance from a Vanguard associate. • Maintenance fee (per year): \$10.
Withdrawals*	<p>You can withdraw money from your account under certain circumstances.</p> <ul style="list-style-type: none"> • After-tax withdrawals. You can withdraw all or part of your after-tax contributions. Investment earnings on after-tax contributions are taxable when you withdraw them. • Age 59½ withdrawals. Once you reach age 59½, you can make withdrawals from your entire vested account balance. • Rollover withdrawals. You can withdraw all or part of any money that you rolled over from another plan.
Distributions*	<p>You are eligible to receive your vested account balance upon retirement, termination of employment, or total and permanent disability.</p>

***Tax implications:** You will be responsible for paying any federal, state, local, or foreign taxes on a distribution or withdrawal from pre-tax accounts. A distribution or withdrawal of Roth 401(k) earnings is usually also taxable unless the initial Roth contribution was made more than five years ago and you are at least age 59½. Early withdrawals may be subject to a 10% federal penalty tax. To the extent required by law, Vanguard will make the appropriate withholding for tax purposes.

Connect with Vanguard®
retirementplans.vanguard.com > 800-523-1188



Participant Education
P.O. Box 2900
Valley Forge, PA 19482-2900

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