

PLAN NAME

SUMMARY OF MAJOR PLAN PROVISIONS

<u>Trustee(s)</u>		
<u>Plan Year</u>	01/01 through 12/31	Original Effective Date 1/1/2021
<u>Eligibility Requirements</u>		
<u>1-Time Immediate Entry</u>	All Employees, regardless of hours, are immediately eligible if employed on 12/31/2020	
<u>Source</u>	<u>Minimum Age</u>	<u>Service Requirement</u>
Elective Deferral	21	Completion of 1 year of service in which the employee works at least 1,000 hours
After-tax Contributions	21	Completion of 1 year of service in which the employee works at least 1,000 hours
Non-Elective - Employer Match/Profit Sharing	21	Completion of 1 year of service in which the employee works at least 1,000 hours
<u>Plan Entry</u>	01/01 or 07/01 coincident with or next following satisfaction of eligibility	
<u>Contributions</u>		
Elective Deferral	Pretax and/or Roth Deferrals - with changes permitted at any time	
Employer Match	An optional amount is a discretionary employer contribution allocated based on your elected deferral contributions.	
Non-Elective - Employer Match/Profit Sharing	The amount is a discretionary employer contribution. Each participant employed on the last day of the plan year may receive any profit sharing contribution based on their eligible compensation for the plan year and job class.	
Rollovers	Permitted upon date of hire	
<u>Eligible Compensation</u>	W-2 Compensation plus Pretax Deferrals and Section 125 Compensation	
<u>Vesting</u>	<u>Ownership</u>	
Employee, Rollover	100% Vested Immediately	
Non-Elective - Employer Match/Profit Sharing	100% Vested Immediately	
<u>Loans/Hardship Withdrawals</u>	Permitted	
<u>Distributions</u>	Termination of employment, retirement, death, disability, age 59 1/2 in-service, required minimum distribution	