

SAFE HARBOR MATCHING CONTRIBUTION NOTICE 401(K) PROFIT SHARING PLAN

Your Employer has elected to make safe harbor matching contributions for the 2024 plan year to eligible participants in accordance with statutory requirements. This notice describes the safe harbor matching contribution and how you become eligible to receive this contribution. Please see the Plan's Summary Plan Description for more details.

Your Employer may amend the Plan, at any time during the plan year, to reduce or eliminate the Safe Harbor Matching Contribution. If your Employer amends the Plan to reduce or eliminate the safe harbor matching contribution during the plan year, then the Plan Administrator will provide a supplemental notice to participants and the suspension or reduction will not apply until at least 30 days after that notice is provided.

Safe Harbor Matching Contribution Eligibility

Your Employer will make a safe harbor matching contribution to all eligible participants.

To be eligible, you must be at least age 21 and must have completed at least 1 year of service. You will be entitled to receive the safe harbor matching contribution if you make deferral contributions to the Plan during the plan year. You are not required to meet any other requirements such as working a specified number of Hours of Service during the Plan Year or be employed on the last day of the plan year.

Eligible Compensation for Safe Harbor Matching Contributions and Deferrals

Eligible Compensation for computing the safe harbor matching contribution is your taxable compensation for the plan year reportable by your Employer on your IRS Form W-2 plus any reductions in your compensation based on your participation in any cafeteria, qualified transportation fringe, simplified employee pension, 401(k), 403(b), or 457(b) plan.

Compensation for your first year of eligible Plan participation will be measured from your initial date of entry.

Compensation under the Plan is limited to the applicable dollar limit in effect for the plan year. You can elect to contribute a percentage, or a fixed dollar amount if elected by your Employer, of your Compensation as a Deferral Contribution to the Plan by executing a salary reduction agreement with your Employer. When you request a change to your deferral election it is generally updated as soon as administratively feasible. In addition, you can suspend your Deferral Contributions at any time. The percentage of Compensation you defer is limited to the annual IRS limit (\$23,000 for 2024 or \$30,500 if you are age 50 or older). This limit will be adjusted in future years.

Safe Harbor Matching Contribution Formula

Standard Matching Formula: Your Employer will make a Matching Contribution to your Account based on your Deferral Contributions in an amount equal to 100% of the first 3% of your Compensation that you contribute to the Plan and 50% of the next 2% of your Compensation that you contribute.

Example: Your Compensation for the payroll period ("Contribution Period") is \$1,000 and you contribute 6% (\$60) of it to the Plan as Deferral Contributions. You will receive Safe harbor matching contributions of \$40 calculated as follows:

Compensation Contributed to the Plan	Safe Harbor Matching Contribution Formula	Contribution Amount
3% (\$1,000 x 3%) = \$30	100%	\$30 x 100% = \$30
2% (\$1,000 x 2%) = \$20	50%	\$20 x 50% = \$10
Amounts in excess of 5%: (\$1,000 x 1%) = \$10	0%	\$10 x 0% = \$ 0
Total		\$40

Other Employer Contributions

Your Employer, within its sole discretion, may also make a discretionary contribution based on your compensation as defined in the Plan.

Vesting and Withdrawal of Contributions

All contributions credited to your Account are always 100% vested and nonforfeitable.

The amount of your Account balance may be withdrawn only upon death, attainment of the Plan's normal retirement age (65), attainment of age 59½, termination of employment, or plan termination if no successor plan is established.

Other Information

Your Employer must make the safe harbor matching contributions to your Account, as well as provide you with a notice describing the safe harbor matching contribution and the eligibility requirements for receiving the safe harbor matching contribution for the plan year, within the time limits prescribed by Federal law.

For more information about the other contributions made pursuant to the Plan or a copy of the most current Summary Plan Description, please contact your Employer's office administrator.