

Vesting Statement

Vesting of all Employer Money Sources

*The following vesting information has been provided to you in your Summary Plan Description. If the information is not complete, or if you have any questions, please contact your plan administrator.

Vesting Schedules:

Effective 1/1/2020 - Employer Profit Sharing & Employer Matching

<u>Years of Service</u>	<u>Vesting %</u>
1	25%
2	50%
3	75%
4	100%

Prior Vesting Schedule - Employer Profit Sharing & Employer Matching:

<u>Years of Service</u>	<u>Vesting %</u>
0-1	0%
2	20%
3	40%
4	60%
5	80%
6	100%

Definitions:

Vesting: The percentage of non-forfeitable interest in the employer portion of the specified source.

Year of Service: Each 12 consecutive month Plan Year in which you complete at least 1000 hours.

Plan Year: The calendar year

Visit the Department of Labors website at: www.dol.gov

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