

# CRETE CARRIER CORPORATION PROFIT SHARING PLAN



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## PROFIT SHARING: EMPLOYER CONTRIBUTION

### Amount

- DISCRETIONARY — Based on Crete Carrier Corporation's profitability

### Contribution Allocation

- Ten points for each year of service
- One point for each \$200 of compensation

### Eligibility Requirement

- Complete one year of service and attain age 21
- Automatically enrolled January 1 or July 1 upon satisfying the age and service requirement
- Must be employed on December 31 and complete 1,000 hours of service during the plan year to share in Employer contributions

### Vesting

0-1 yrs	2 yrs	3 yrs	4 yrs	5 yrs	6 yrs
0%	20%	40%	60%	80%	100%

### Investments

- Professionally managed by Union Bank & Trust Company

### Withdrawals

- Generally, after a six-month period following the date of your termination of employment or age 59½, if earlier
- Death or disability
- After age 59½ and be 100% vested for withdrawals prior to separation from service

## TRADITIONAL 401(K) AND ROTH 401(K): SALARY DEFERRAL CONTRIBUTIONS

### Amount

- Participants may elect to defer an unlimited percentage of compensation through a salary reduction agreement not to exceed the maximum amount allowed by law (\$15,500)

### Catch-Up Contribution

- Employees age 50 or older may defer an additional \$5,000 in compensation through a salary reduction agreement

### Eligibility Requirement

- Attain age 21
- Eligible January 1, April 1, July 1, or October 1 upon attaining age 21

### Vesting

- Immediate 100% vesting

### Investments

- Participant direction among several diversified mutual funds

### Withdrawals

- Termination of employment
- Death or disability
- Financial hardship as defined by the IRS
- Attainment of age 59½

### Rollover Contributions

- Eligible rollover amounts from qualified retirement plans or traditional IRAs are permitted

## 401k MATCH: EMPLOYER CONTRIBUTION BASED ON 401k PARTICIPATION

### Amount

- Employer will contribute 10 cents for each one dollar contributed by the participant on the first 5% of compensation deferred into the plan

### Eligibility Requirement

- Attain age 21
- Eligible January 1, April 1, July 1, or October 1 upon attaining age 21
- Must be employed on December 31 to share in employer matching contribution

### Vesting

- 100% vested after completion of 3 years of service

### Investments

- Professionally managed by Union Bank & Trust Company

### Withdrawals

- Generally, after a six-month period following the date of your termination of employment or age 59½, if earlier
- Death or disability
- After age 59½ and be 100% vested for withdrawals prior to separation from service

