**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**
- 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

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**TRADITIONAL 401(k) AND ROTH 401(k): SALARY DEFERRAL CONTRIBUTIONS**

**Amount**
- Participants may elect to defer up to 80 percent of compensation through a salary reduction agreement not to exceed the maximum amount allowed by law ($22,500)

**Catch-Up Contribution**
- Employees age 50 or older may defer an additional $7,500 in compensation through a salary reduction agreement

**Eligibility Requirement**
- Attain age 21
- Eligible beginning of any month if requested by the 25th of prior month upon attaining age 21

**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

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**401k MATCH: EMPLOYER CONTRIBUTION BASED ON 401(k) PARTICIPATION**

**Amount**
- Employer will contribute 10 cents (10¢) for each one dollar ($1) contributed by the participant on the first 5% of compensation deferred into the plan

**Eligibility Requirement**
- Attain age 21
- Eligible beginning of any month if requested by the 25th of prior month 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

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Average 2022 Profit Sharing & Match contribution was 6.17% of annual wage!