



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 up to 80 percent of compensation through a salary reduction agreement not to exceed the maximum amount allowed by law (\$24,500)

Catch-Up Contribution

- Employees age 50 or older may defer an additional \$8,000 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

- 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 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

Average 2025 Profit Sharing & Match contribution was 3.7% of annual wage!

