

## SAVING FOR YOUR FUTURE AND RETIREMENT

Faith Technologies Incorporated (FTI) provides opportunities to all employees (ages 18 and older) to help them prepare for retirement and unexpected expenses. Employees can choose to participate in one or more of the following plans to prepare a financially secure future for themselves and their families.

### 401(K): PRE-TAX AND AFTER-TAX CONTRIBUTION OPTIONS

- All employees are immediately eligible to contribute up to 80% of their paychecks. Contributions can be made pre-tax to lower your immediate total taxable income and/or after-tax via Roth to benefit from tax-free retirement withdrawals and earnings.
- FTI provides a discretionary company match of 50% on the first 6% of total employee contributions. Additional discretionary matches may also occur.
- All participating employees are 100% vested in the plan and entitled to all their employee and company match contributions and earnings.
- Auto-enrollment and Auto-Escalation are offered.
- Roll overs from previous 401k plans are accepted.
- Employees ages 50 and older are eligible for catch up contributions.

### AFTER TAX – EMERGENCY SAVINGS

- This additional feature allows participants to set aside up to 80% of their paycheck after taxes have been deducted to build a safety net for unexpected expenses.
- Contributions to the Emergency Savings can also be converted to Roth, allowing the participant to exceed the annual IRS 401(k) contribution limit.
- This account is not eligible for company match.

### 401(A): PROFIT-SHARING PLAN

- The 401(a) Plan allows FTI to make additional contributions to eligible employees' accounts based on company growth, financial performance, and other related company goals or initiatives.
- This plan is a non-contributory benefit, employees do not contribute their own funds to this plan. Only the company may make contributions and you may choose to invest in the same funds as your 401(k).
- Any funds contributed to this plan by FTI are subject to a 3-year cliff vesting schedule.
  - Employees active for 3 years and more are 100% vested in all employer contributions.
  - Employees who leave FTI prior to 3 years of employment forfeit all employer contributions.
  - Employees ages 55 and older are automatically 100% vested in all employer contributions.

*FTI plans are administered by Empower Retirement under the rules defined in each plan. If any conflict or discrepancy exists between the information contained herein and the official plan documents or policies, the official plan documents or policies will govern.*