

Once Upon A Time...

A factory started...



and that factory made money...

Since the workers helped the factory make the money, the owner started a Profit Sharing Plan to share the profits with them

This company set up an account for each team member

The more the company made the more money the company put into the Profit Sharing Plan



To be in the Profit Sharing Plan you need to

- Work full-time
- Have 1000 hours of service in your 1st year



If you did that, you got in the Profit Sharing Plan!

Of course there are rules for plans like this...



The Profit Sharing Plan has a vesting schedule

You need to be here a certain amount of time to receive 100% of the Profit Sharing contributions

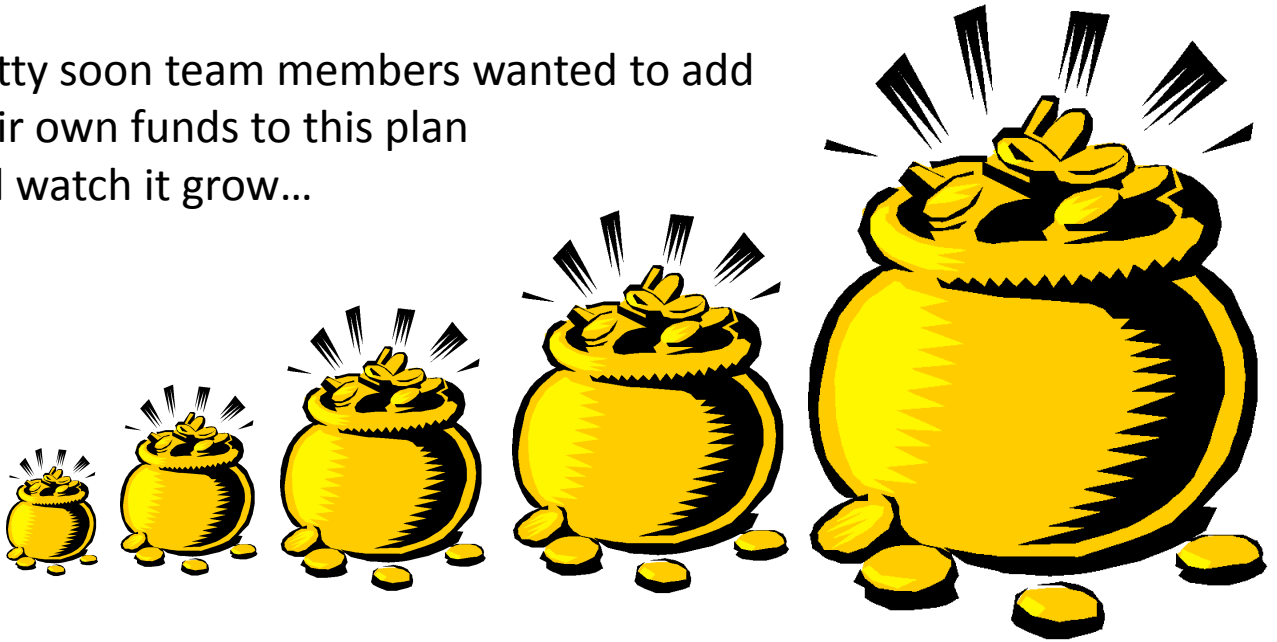
Out of the \$100 you get for Profit Sharing, if you are here only 2 years, you would get 20% or \$20 of the Profit Sharing

Profit Sharing 6 Year Vesting Schedule

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



Pretty soon team members wanted to add their own funds to this plan and watch it grow...

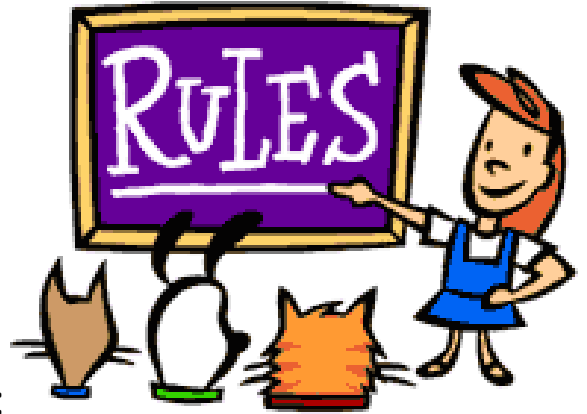


so the company created a 401k option that let team members add their own money into the plan....

Together, the Profit Sharing and 401k Plan helped team members plan for their retirement



Of course there are rules for plans like this...



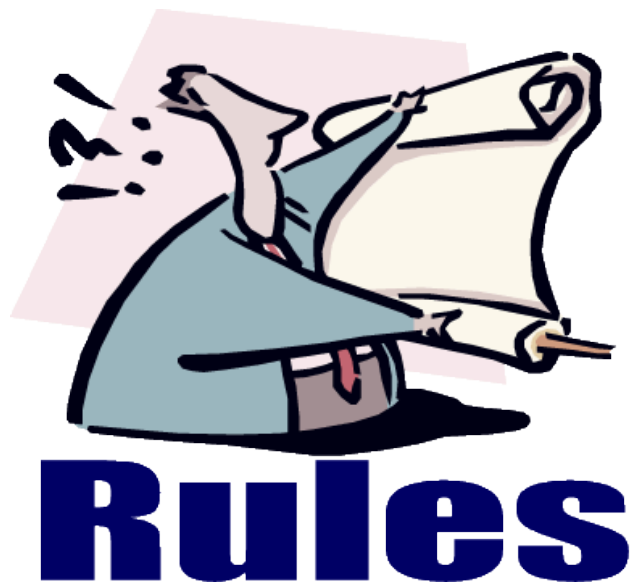
To get into the 401k plan you have to:

- Work Full-Time
- Worked 500 hours & 3 months of work before getting in the plan

And more rules from the IRS ...

Like

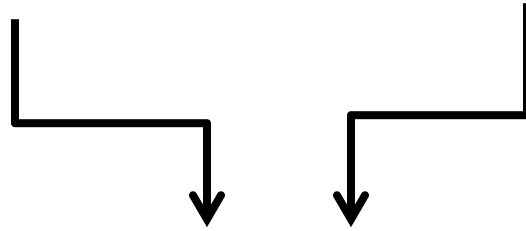
- Vesting Schedules
- Contributions
- Hardship Withdrawals
- Third Party Administration
- Audits
- Fee Disclosures



Then the company wanted to also match money that their team members were contributing with the 401k option

Team Member

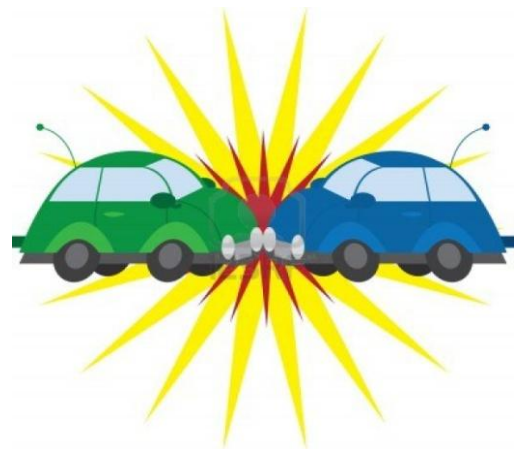
Company



This is called a 401k match

The company's 401k match was created to match a certain % of team member's contribution to help the retirement plan grow.

Then the economy crashed in 2008/2009



The company had to make tough choices and cut back on cost to save jobs

The company modified it's 401k match but thankfully the company can match the 401k contributions each paycheck and has been since January 1 , 2014



The company matches half of what you put into the 401k, up to 2%
If \$4.00 was your 401k contribution, the company would contribute \$2.00

Your \$\$\$

Company Match



The reason for the Profit Sharing Plan with a 401k option is to save for your future retirement!

But

Unexpected things happen...

To access to your Profit Sharing and 401k funds, a team member would have to...

- Retire
- Leave the Organization
- Hardship Reasons



The company is committed to helping its team members save for their future and to share in the company's success.