

401(k) Plan

Eligible employees (defined as any employee who is 21 years of age or older and has completed one full calendar year of service with a minimum of 1,000 hours served) may participate in the Paychex Pooled Employer 401(k) plan for the benefit of Asseff Enterprises LLC. Asseff Enterprises LLC provides for employee pre-tax deferral contributions and after-tax Roth contributions and also provides for employer matching funds of 100% for each dollar you contribute up to a maximum employer contribution of 3% per pay period. Employer matching contributions to the plan are subject to a six-year graded vesting schedule. The Plan may also provide for other employer contributions, which are subject to allocation and vesting requirements. Refer to your Summary Plan Description (SPD) for specifics.