

# Retirement Plan Highlights

## Profit Sharing 401(k) Plan

### Eligibility Requirements

You are eligible to participate in the plan when you are 21 years of age and have 1 month of service.

### Enrollment Dates

Once you have met the eligibility requirements, you can join the plan at any time.

### Employee Contributions

You may contribute 0 - 100% of your annual pay, not to exceed \$23,500 annually. Annual limitations are set by the IRS and are subject to change.

The tax laws may also let you contribute an additional amount over the regular annual limit if you are at least 50 years old.

### Roth Contributions

Our plan permits Roth after-tax employee contributions. You may contribute a minimum of 1% and your total employee contributions (Roth after-tax and Traditional pre-tax deferrals combined) may not exceed \$23,500 annually. Annual limitations are set by the IRS and are subject to change.

The tax laws may also let you contribute an additional amount over the regular annual limit if you are at least 50 years old.

## Employer Contributions

### ***401(k) Employer Match***

Benesch matches a portion of the contributions you make to the plan. Benesch matches \$0.80 for every dollar you contribute up to 5%.

### ***Profit Sharing***

Benesch's Profit Sharing plan is a tax-qualified retirement plan in which Benesch makes contributions on your behalf.

The amount of the contribution is determined by an allocation formula that is generally based on participant earnings, while annual contributions are generally based on the company's profits. Contributions may be modified during times of business hardship.

## Vesting

You will always be 100% vested in the portion of your account attributable to your employee contributions. You are also 100% vested upon your death, normal retirement or disability. Your employer contributions are subject to the following vesting schedule:

### ***401(k) Employer Match Contributions***

You have an immediate non-forfeitable right to your employer's contributions made to your account.

### ***Profit Sharing Contributions***

You are 100% vested after 1 year worked if hired before 1/1/24. Employees hired after this date are subject to the following vesting schedule: 0 years of service 0%; 1 year of service 20%; 2 years of service 40%; 3 years of service 60%; 4 years of service 80%; 5 years of service 100%.

## Rollovers

Money from other qualified plans is accepted. Rollover contributions are allowed prior to meeting the eligibility requirements of the plan.

## Investment Transfers

Using Voya's automated telephone or Internet service, you have the ability to review your accounts and transfer funds from one investment option to another, 24 hours a day.

## Hardship Withdrawals

Hardship withdrawal may be taken in case of extreme hardship as defined by the IRS.

## In-Service Withdrawals

In-service withdrawals are permitted by our plan. Distributions prior to age 59 1/2 will be subject to an early distribution penalty of 10% additional tax unless certain exceptions apply.

This tax applies to the amount received that you must include in income. Generally, there are restrictions on what dollars are available for in-service distribution. See your Summary Plan Description (SPD) for more detail.

## Distribution & Withdrawals

Funds are available at retirement, death, disability or termination of service.

## Loan Provision

You may take a loan from vested amounts in your account. The amount the Plan may loan to you is limited by rules under the Internal Revenue Code.

Any new loans, when added to the outstanding balance of all other loans from the Plan, will be limited to the lesser of:

- a) \$50,000 reduced by the excess, if any, of your highest outstanding balance of loans from the Plan during the one-year period ending on the day before the date of the new loan over your current outstanding balance of loans as of the date of the new loan; or
- b) 1/2 of your vested interest in the Plan.

The amount the Plan may loan to you can also be limited by Plan rules such as which Employee and Employer Contributions are available for loan use, the number of loans that can be outstanding at any one time or how often you may request a loan. For specific details please refer to your Summary Plan Description (SPD).

When thinking about taking a loan from your plan, keep in mind that when money is withdrawn from a retirement savings account, it reduces the power of tax-deferred compounding.

## Participant Account Statements

Your investment statements are provided quarterly.