Hi-Speed 401(k)

For the Plan Year Ending 12/31/24

Proposed

Eligibility 90 days

Entry Date First day of next Month

Employee Contribution

Employee Contribution Amount

Auto Contribution Increase

Match Formula

Vesting

In - unless you opt out

Auto at 3% unless changed at enrollment.

3% increased 1% each year - auto increases capped at 6%

100% of first 3% - 50% of next 2% Emee contributes 5% to get 4% match.

2-year vesting schedule