

401(K) PLAN



All Full-time and Part-time associates are eligible to participate in the ESA 401(k) plan.

A 401(k) is an employer-sponsored retirement savings plan that allows you to make pre-tax contributions to a retirement account. You can save up to the IRS annual maximums.

- You'll save and invest a percentage of your paycheck before taxes are taken out.
- Studies show that people who save money automatically via payroll deduction, rather than manually after being paid, are able to save more.
- With a 401(k), you control how your money is invested.
- Financial experts recommend saving 10% of your income toward your retirement.

Eligibility	Immediate upon date of hire
Match Eligibility	Six month waiting period
Match Calculation	50% of the first 6% deferral, ESA maximum match is 3% of your salary Once eligible, match contributions are added to your account on a bi-weekly basis along with your personal contributions.
Vesting	You are always 100% vested in your contributions ESA match is vested as follows from your date of hire: After 1 year of service - 33.3% After 2 years of service - 66.6% After 3 years of service - 100%

How To Enroll

You will receive an enrollment guide from Fidelity to your home address. Go online with Fidelity at www.NetBenefits.com or call 800-835-5097 to learn more and to enroll.

Fidelity Investments

Fidelity is the leading provider of investment management, retirement planning, portfolio guidance, brokerage and benefit outsourcing.

Fidelity offers:

- Ease of administration
- Great website tools
- Educational resources

Roth 401k

Effective by or before January 1, 2024, Associates can elect Roth 401(k) contributions in addition to a pre-tax 401(k) election. The contribution limit for 2024 is \$23,000, and if you will be at least age 50 by the end of the year, you are eligible to make an additional \$7,500 catch up contribution.