



RETIREMENT BENEFITS

Make the most of your future with a 401K.

RETIREMENT BENEFITS (401K)

You are eligible to participate in **SavATree's** Trees 401(k) Retirement Savings Plan after 30 days of employment with the company.

Our plan requires all new employees be automatically enrolled in the Plan at a participation rate of 3% of eligible compensation. Unless you take an action to enroll at a higher or lower percentage or decline coverage, you will be automatically enrolled thirty (30) days following your hire date.

Your contributions to a 401K plan are always yours and are tax-deferred. Employer contributions are discretionary and will be determined yearly by management.

Features of a 401(K) Plan:

- ✓ Contributions are made through authorized payroll deductions.
- ✓ Contributions amounts are not taxable until these monies are withdrawn.
- ✓ All contributed funds are invested according to your choice among various investment options.
- ✓ Any income that is earned is also tax deferred until withdrawn.
- ✓ Withdrawals can be made starting at age 59½.
- ✓ Any contributions that **SavATree** makes to the 401K Savings Plan in your behalf from your date of hire are vested after completion of three years of employment.