

403(b) PLAN & EMPLOYEE DISCOUNTS

EMPLOYEE SAVINGS 403(b) PLAN

Once you have received your first paycheck from SME you can enroll in the Fidelity 403(b) plan at anytime. You can also change your contribution amount at any time.

Employee contributions are matched according to the following formula: **100% of the first 3% and 50% of the next 2%** an employee contributes each pay period. Matching funds are immediately vested **(there is no waiting period)**.

Annual Retirement Contribution: SME will match an additional 2% of employees "gross" salaries for active employees on the last day of the calendar year (regardless of participation). Amounts will be deposited in employee accounts in January of the following year.

Employees have two enrollment options: by phone or on-line.

- Fidelity's online system is available at www.netbenefits.com.
 - ⇒ If electing for the first time, select "New User Registration" and confirm your basic information. You will have the option of creating both a log-in and password that are unique (any combination of upper or lower case letters, symbols and/or numbers).
- To enroll by phone, call Fidelity at (800) 343-0860.
 - ⇒ If electing for the first time, when asked for your customer identification number your default number is your social security number. We recommend that you change this default number.
 - ⇒ You will be asked to confirm your basic information and to choose a PIN number.
- Once your account is established, if you wish to roll-over 401(k) or 403(b) funds from another provider or employer, call Fidelity at (800) 343-0860 and they will guide you through the process.
- Please remember to designate a beneficiary for your 403(b) account by filling out the designation form and mailing it back to: Fidelity Investments, P.O. Box 5000, Cincinnati, OH 45273-8687.
- Employees can contribute up to 50% of their check per pay period up to the IRS maximum for the year.

IRS Maximums for 2024:

Contribution Maximum (under the age of 50) = \$23,000

Contributions Maximum (over the age of 50) = \$30,500 (includes Catch-up)

EMPLOYEE DISCOUNTS

Company	Details	Company Code	Phone Number
General Motors	www.gmsupplierdiscount.com	187323	
Chrysler	www.chrysleraffiliates.com	\$63828	(888) 444 - 4321
Verizon (18% Discount)	www.verizonwireless.com/discounts		
AT & T (10% Discount)	Provide proof of employment via pay stub, badge, etc.	4886871	
Blue Cross Blue Shield	See www.blue365deals.com for a complete list of discounts		