

2024 401(k) SAVINGS & RETIREMENT PLAN

Royal Truck & Utility Trailer 401(k) Plan

Upcoming Plan Highlights & Employee Resources for 2024

What is a 401(k)?

A 401 (k) is an employer sponsored retirement savings plan. Employees can make pre-tax and/or Roth contributions to the Royal Truck Plan.

Eligibility

You are eligible for the plan after 1 year of service of at least 1000 hours and have attained the age of 18.

Enrollment

You may voluntarily enroll or opt-out of the program at any time by going through the ADP website at <u>www.mykplan.com</u> or by calling their participant service center at **800-695-7526**.

Employer Match

The company will match 100% on the first 3% that you contribute, and then 50% up to 5% on a per paid period base. This means if you put in 5% every paycheck, Royal Truck & Utility Trailer will put in 4%!

Investment Advisory Services

Schwartz & Co. serves as the independent investment advisor on the Royal Truck 401(k) Plan. Schwartz & Co. advisors are available to Royal Truck employees and Plan participants to provide independent counseling and advice to help them better understand the 401(k) Plan.

Please reach out to Schwartz & Co. toll free with any questions at (866) 644-2701. Ask for Nicole Hoag (<u>Nicole.Hoag@GJSCO.com</u>) or any member within the 401(k) group.

Recordkeeper / Account Access

To enroll in the Plan, view your account, and/or make changes to your current elections, visit the ADP website at: <u>www.mykplan.com</u> or call **800-695-7526**. Live representatives are available Monday through Friday 8am– 8pm Eastern time.

Royal Truck & Utility Trailer 2024 Employee Benefits Guide This Benefits Guide is intended to provide a general summary of benefits but does not include all coverage details or plan requirements. The terms of the plan are governed by legal plan documents, including but not limited to Summary Plan Descriptions (SPDs), insurance contracts and certificates of coverage. Please refer to the legal plan documents for detailed information regarding your benefits. While every effort was taken to ensure the accuracy of the information in this Benefits Guide, errors are always possible. In the event of a discrepancy between the Guide and the plan documents, the terms of the plan documents will prevail. Kapnick Insurance®