



401(k) Retirement Plan Highlights



401(k) Retirement Plan

Overview:



Fidelity Investments

Financial services corporation

- **Plan Provider:** Fidelity Investments
- **Plan Year:** July 1st – June 30th
- **Eligible Employees:** Regular part-time and full-time employees working a minimum of 20 hours per week and who are 21 years of age
- **Entry Date:** 1st of the month following one month of employment.
- **Type of Contributions allowed:** Pre-tax and Roth

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- **Employee Contribution:** you may contribute between 1% and 90% of your eligible pay on a pre-tax and/or Roth basis, up to the annual IRS dollar limit
 - **IRS Limit 2026:** \$24,500
 - **Catch-up Limit 2026:** \$8,000
 - If you are age 50 – 59 or 64 or older by the end of the taxable year and have reached the annual IRS limit or Plan's maximum contribution limit for the year, you may make additional salary deferral contribution to the Plan up to the IRS Catch Up Provision Limit
 - **Higher Catch-up Contribution Limit for Participants Ages 60-63 for 2026:** \$11,250
 - Enhanced catch-up contribution limits for employees ages 60-63 by the end of the taxable year
- **Deferral Changes:** can be made every pay period through NetBenefits
- **Loans:** the plan allows for loans
- **Withdrawals:** are permitted in the event of termination of employment, retirement, disability, or death

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– Auto Enrollment:

- Employees who meet the eligibility requirements will be auto enrolled at a 4% pre-tax contribution with a 30-day opt-out provision. During the 30-day opt-out provision, participants will be able to:
 - Increase/decrease their contributions
 - Opt-out of the plan
- Each July 1st, the contribution rate will automatically escalate by 1% to a maximum contribution rate of 6%.

– Investment Options:

- You have the right to direct the investment of your directed accounts under the Plan in a number of investment options.
- If you do not make an investment election, your contributions will be invested in a Default Investment, which is the Fidelity Target Date Fund that most closely aligns with your projected retirement date.

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– Employer Matching Contributions:

For employees who meet the eligibility requirements the ALA will match 100% of each dollar contributed, up to a 4% deferral rate.

- Employees who don't make elective deferrals will not receive any matching contributions.
- Employees will be 100% vested in the employer matching contributions after completing 2 years of service.
- The match will be deposited on a semi-monthly basis to the participant account.

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– Employer Non-Elective Contributions:

- For employees who meet the eligibility requirements ALA may provide a discretionary non-elective contribution based on years of service. The percentage will be determined at the end of each fiscal year.

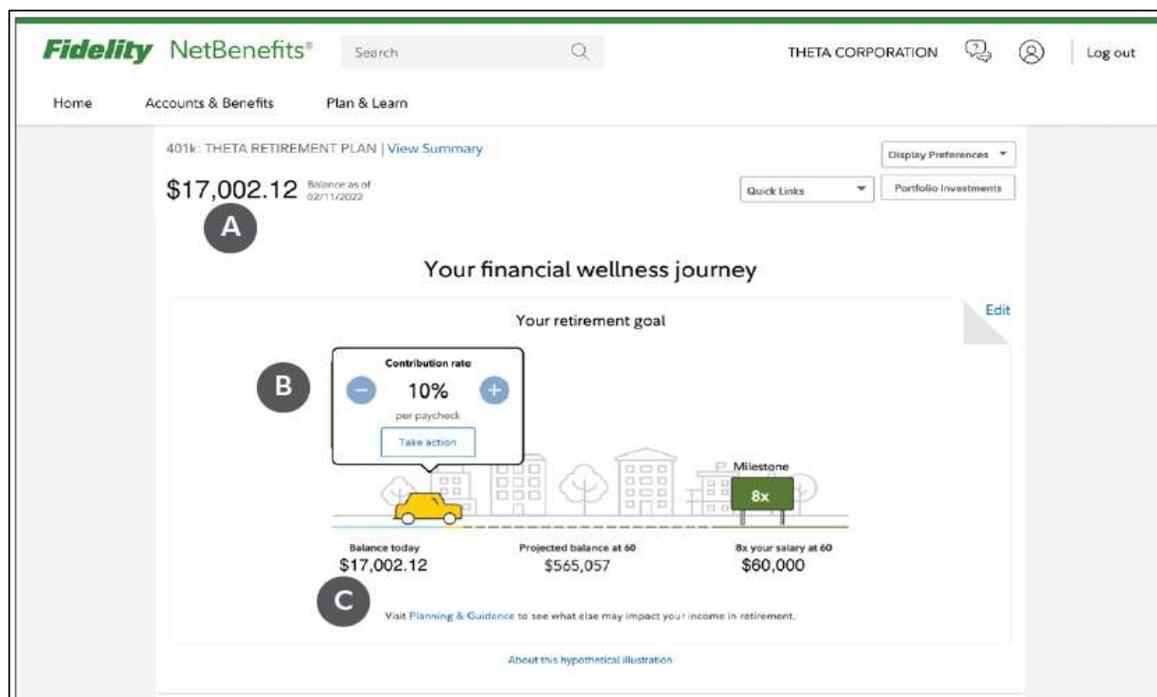
Group	Years of Service
Group 1:	0 – 4.99 years
Group 2:	5 – 9.99 years
Group 3:	10 – 14.99 years
Group 4:	15 – 19.99 years
Group 5:	20 + years

- The contribution will be based on earned compensation for the plan year.
- To receive this contribution, employees must be active on the last day of the plan year (June 30th).
- There is a five-year graded vesting schedule.

Years of Service	<2	2	3	4	5
% Vested	0%	40%	60%	80%	100%

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— Fidelity NetBenefits:



Your NetBenefits home page

See where you are today, and get prioritized next steps to help you reach your goals for tomorrow.

- A Account balance**
View the total balance for all your workplace and Fidelity accounts.
- B Goals and milestones**
Look for important information you can act on—like meeting a suggested retirement savings milestone.
- C Create and manage your plan**
Take action from within the Planning & Guidance Center.

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– Fidelity NetBenefits:

- If you already have an account with Fidelity, you do not need to register again. Use your existing username and password to access your new account.
- If you do not have an existing account with Fidelity you will need to register once HR has processed your new hire enrollment through Fidelity. Once registered, you will be able to:
 - Check your account balances
 - Select or update your deferral rate (select a pre-tax or Roth %)
 - Select or change your investments
 - Visit the Planning & Guidance Center
 - Access educational resources in the NetBenefits Library

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– Fidelity Personalized Planning & Advice (services for a fee):

It's time to put our experience to work for your retirement



We'll help you track progress toward your retirement goal

- Work with you to build a plan for your retirement
- Work closely with you every step of the way
- Work with you to help you stay on track to reach your retirement goals



We'll professionally manage your retirement savings

- We do the research and choose the investments
- We will propose and manage your strategy around your unique needs
- We make the necessary adjustments as needed to keep your investments aligned to your goals



We're always here to answer any questions

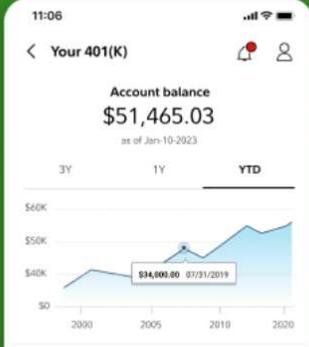
- Available whenever you need us 866-811-6041
- Ask us questions about your investments, your plan, or the markets
- Even if we don't hear from you, we'll reach out periodically

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- **Fidelity NetBenefits mobile app: download the app to get access to NetBenefits**

Prefer to manage your workplace savings on the go?

The NetBenefits® app gives you access to your account whenever¹—and wherever—you want.



The screenshot shows the 'Your 401(K)' screen in the app. At the top, it displays the account balance as \$51,465.03 as of Jan-10-2023. Below this, there are tabs for '3Y', '1Y', and 'YTD'. A line graph shows the account balance over time from 2000 to 2020, with a callout box indicating a balance of \$34,000.00 on 07/31/2019.

Download the free NetBenefits® app today



Scan the QR code to download directly to your mobile device

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Here's what you can do with the app



View your account balance, investments, personal rate of return, next steps, and more.



Change contributions and investments, update your profile and beneficiaries, or send us paperwork.²



See how much you may need in retirement and get your Fidelity Retirement ScoreSM.^{*}



Access educational articles, videos, podcasts, and interactive tools.

Our Vision

A World Free of Lung Disease

