

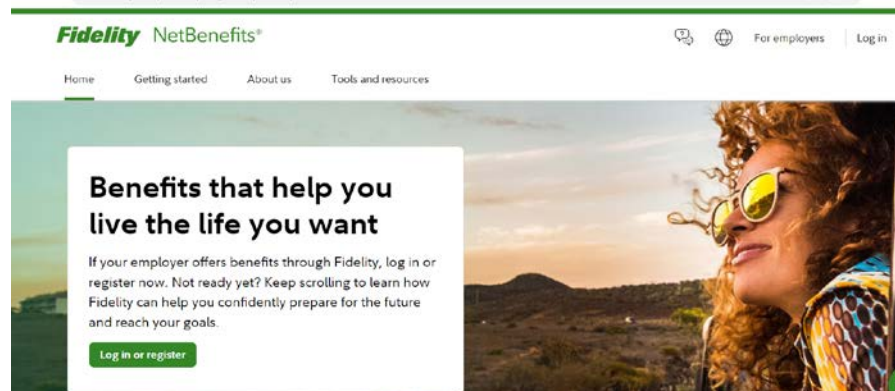


Take Advantage of The New Increased 401k Company Match!

We are pleased to announce the increase to our matching contribution for the VHV Company 401k Profit Sharing Plan. Effective January 1, 2024, VHV Company will match 100% (dollar for dollar) of the first 3% you defer into your 401k and/or 401k Roth. This means that if you contribute 3%, VHV Company will also contribute 3% to your account. *Please note that employer contributions are subject to your Plan's provisions. See vesting schedule information below.*

What does the change to the company match mean for you?

VHV Company contributes directly to your retirement savings account! Matching contributions can help your 401k Plan grow. You can take advantage of this “free” money by contributing at least 3% of your eligible compensation.



What do you need to do?

If you would like to enroll, find out your current contribution percentage, increase your contribution, or determine what an increase could mean to you, please contact Fidelity Investments®.

- Visit www.401k.com
- Call the Fidelity Retirement Benefits Line at 1-800-835-5097 Monday through Friday (excluding New York Stock Exchange holidays), to speak to a Fidelity representative.

What does vesting mean?

The term *vesting* refers to the portion of your account balance that you are entitled to under the Plan's vesting schedule. You are always fully and immediately vested in any elective contributions you yourself make to the Plan. For the matching amount, you receive vesting credit for the number of full years (from Jan 1 to Dec 31) that you have worked for VHV.

What is the current vesting schedule?

Company matching contributions and earnings are subject to the following vesting schedule:

Years of Service	Vesting Percentage
Fewer than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

This document provides only some of the features of the VHV Company. Refer to the Summary Plan Description for additional details on the Plan. Simply request the SPD from HR (Melinda@vhv.com).

Retirement Savings Plan

VHV offers a 401(k) plan to employees through Fidelity. Fidelity offers a wide selection of investment options and excellent online technology to help you better plan for retirement. Basic plan details are listed below and outlined in more detail in the Summary Plan Description. If you have questions about the plan, you can send an email to HelpRetire@therichardsgrp.com to receive assistance from TRG Retirement Plan Consultants. You can also call Fidelity directly at 1-800-835-5095 or access your account online at nb.fidelity.com.

Eligibility Requirements	You are eligible to enroll and begin making contributions, and receive employer contributions, at the beginning of the month after six months of employment.
Enrollment Dates	You may enroll at the beginning of the month following six months of employment.
Employee Contributions	You may contribute an amount not to exceed \$23,500 for calendar year 2025. If you are age 50 or older, you can make an additional catch-up contribution of \$7,500. Annual limitations are set by the IRS and are subject to change.
Roth Contributions	Your plan permits Roth after-tax employee contributions as well as Pre-Tax contributions. You can also elect to contribute a combination of both Roth and Pre-Tax.
Employer Contributions	Discretionary Match: Your employer has elected to match 100% of the first 3% that you contribute to the plan. To maximize the employer match, save 3% or more to receive a 3% match.
Vesting	You will always be 100% vested in the portion of your account attributable to employee contributions. Employer contributions are subject to the following vesting schedule: Less than 2 years : 0%, 2 years: 20%, 3 years: 40%, 4 years: 60%, 5 years: 80%, 6+ years: 100%
Rollovers	Money from other qualified plans or accounts may be accepted.
Investment Transfers	Using Fidelity's automated telephone or internet service, you have the ability to review your accounts and transfer funds from one investment option to another, 24-hours a day.
Hardship Withdrawals	Hardship withdrawals may be taken in cases of extreme hardship as defined by the IRS. They are limited to the amount of the immediate and heavy financial need.
In-Service Withdrawals	In-service withdrawals are permitted by your plan once you attain age 59.5. Early withdrawals, if taken before age 59.5, may be subject to a 10% early withdrawal penalty unless certain exceptions apply. Money distributed from the plan may be taxed as ordinary income in the calendar year that the money is received.
Loan Provision	Loans are available.