



Retirement Savings Plan

Empower Retirement – www.empowermyretirement.com or 1-833-BEK-SAVE

BEK 401(k)

A 401(k) allows you to contribute a percentage of your paycheck and receive matching contributions from Ben E. Keith. If you are a full-time employee, you are eligible to participate in the 401(k) on the first day of the month following 60 days of Company service.

You can manage the investments of both your own contributions and Company-matching contributions to your account.

Get matching dollars from Ben E. Keith

Your personal contribution to your 401(k) is matched dollar-for-dollar by Ben E. Keith, up to 4% of your pay. Here's how it works:

When you contribute...	BEK will contribute...	Total amount
0%	0%	0%
1%	1%	2%
2%	2%	4%
3%	3%	6%
4%	4%	8%
5% of pay or more	4%*	9% or more

*Company contributions are limited to a dollar-for-dollar match of 4% even if you personally contribute more than 4%.

You will be automatically enrolled in the 401(k)

Each pay period, money will be deducted from your paycheck at a pre-tax contribution rate of 4% of your pay. You may increase, decrease or stop your contributions at any time.

Contribution limits for 2020

You can save up to a total contribution amount of \$19,500, which includes both your *and* BEK's contributions.

Invest your way or based on your retirement age

Your contributions will be automatically invested in a Vanguard Target Date Fund based on your retirement age, but you can choose other active or passively-managed funds if you prefer.

Catch-up contributions help you save more

Participants turning age 50 or older in 2020 may contribute an additional \$6,500, for a total contribution amount of \$26,000.

Loans

You can borrow the lesser of \$50,000 or 50% of your eligible total vested account balance. The minimum loan amount is \$1,000 and you have up to 60 months to repay your loan (or 120 months if your loan is used to purchase a primary residence).

You save it – you keep it

You are always 100% vested in your contributions and any rollover contributions plus any earnings they generate. You will be 100% vested in Ben E. Keith's matching contributions after two years of Company service. Your Ben E. Keith service prior to July 1, 2018, will be counted towards vesting.

Rollovers are welcome

Contributions from any eligible retirement plan and type (including Roth) can be rolled over into your 401(k) account. Consult a financial advisor or contact Empower Retirement to learn more.

Profit Sharing

Ben E. Keith has contributed \$45.5 million to the Profit Sharing plan during the last 11 years. Full-time employees with one year of Company service are eligible to receive a Profit Sharing contribution if Ben E. Keith makes a discretionary contribution.

Invest your way or based on your retirement age

Your Profit Sharing account will be automatically invested in a Vanguard Target Date Fund based on your retirement age or choose other funds that fit your personal investment strategy. You can choose the same (or different) fund for your 401(k) account.

Vesting made easy

Your Profit Sharing contributions from Ben E. Keith are 100% vested after six years of service:

- 20% after year 2
- 40% after year 3
- 60% after year 4
- 80% after year 5
- 100% after year 6