401(k) policy

ABC Company sponsors a 401(k) profit‑sharing plan for all employees. Under the plan, employees may elect to make contributions to the plan through salary deferral. The Company may make matching contributions in an amount equal to one‑third of each employee’s salary deferral, up to two percent of that employee’s compensation. The Company also may make additional retirement contributions to the plan in its discretion. The terms of the plan are set out in the written plan document and summary plan description issued to employees.

THIS POLICY IS OPTIONAL