



401(K) MATCH EMPOWER RETIREMENT

Havco offers a 401(k) Match program through Empower Retirement.

401(K) MATCH	
Contribution Amounts	401(k) provision allowing employees to make elected tax deferred contributions up to 50% of salary amount, limited to \$22,500 per year. Individuals age 50 and older may contribute an additional \$7,500 per year. (Limits as adjusted by IRS Code)
Company Match	Havco matches employee contributions in accordance with the following schedule: <ul style="list-style-type: none"> • 100% match up to 3% of employee's salary • 50% match of the next 2% of employee's salary
Company Contribution	Havco may make an annual discretionary contribution based on company profitability

Investments are self-directed. Empower Retirement is our Third Party Administrator. Call **855-756-4738** or visit **empower-retirement.com** for more information.

