



WELCOME TO YOUR RETIREMENT BENEFITS WITH THE LE EMPLOYEE SAVINGS PLAN.

THE COMPANY PROVIDES A 401(K) PLAN ADMINISTERED THROUGH FIDELITY INVESTMENTS.

As a new employee, you will be eligible to make before-tax contributions to your 401(k) account the first of the month following your hire date. Once you meet the six-month eligibility requirement, the company will match 100% of the first 3% of pay you contribute to the 401(k).

IN ADDITION, THE COMPANY WILL CONTRIBUTE AN AMOUNT EQUIVALENT TO 3% OF YOUR TOTAL COMPENSATION INTO YOUR 401(K) AFTER THE SIX-MONTH ELIGIBILITY PERIOD.

*Immediately vested - no vesting schedule.
Turn 3% into 9%*

WHEN AND HOW DO I SIGN UP?

Sign up now! Eligibility begins on the 1st of the month following hire date.

Go to **401k.com** and select **register**. It only takes about 5 minutes.

Once registered, elect a contribution amount to begin saving for your future today.

The screenshot shows the 401k.com website interface. At the top, there is a navigation bar with 'Get Started', 'Save & Invest', 'Retire Well', and 'Library'. The main content area is titled 'Getting Started' and features a 'Get Started' button. Below the title, there is a section titled 'Take your first step. Confidently.' with text explaining the benefits of starting early. To the right, there is a line graph showing the growth of a \$5,000 investment over time, with labels for \$500k, \$800k, and \$1.6m. The x-axis is labeled 'AGE' with markers at 25, 35, 40, and 70. Below the graph, there is a small text box with a disclaimer. At the bottom, there are sections for 'Next Steps' and 'Enroll by Phone'.