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# BENEFIT SUMMARY

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## 401(k) Retirement Plan

C3 Industrial Blasting & Coatings, Inc. offers enrollment in our 401(k) Retirement Plan.

- **Eligibility Requirements**
  - Salary deferrals
    - Age 21
    - Service requirement of 2 months
  - Employer match
    - Age 21
    - Service requirement of 2 months
  - Profit sharing
    - Age 21
    - Service requirement of 12 months
  - Catch-up
    - Age 50 or older in the current plan year
    - Service requirement of 2 months
- **Vesting – Immediate**
  - Rollover
  - Employee pretax
  - Roth 401(k)
  - Employer QNEC
  - Employer match
  - Roth catch-up
  - Employee catch-up pretax
  - Roth rollover
- **Employee Contributions**
  - Deferral allowed – percentage
  - Maximum annual salary deferral allowed - \$18,000 for 2016
  - Maximum percentage deferral allowed – 92%
  - Maximum annual catch-up allowed - \$6,000 for 2016
  - Roth 401(k) allowed – Yes



- Roth rollover allowed – Yes
- **Employer Matching Contributions**
  - Match – Yes
  - Match formula – 100% up to 1%; 50% up to 6%
  - Participants receiving contribution – all participants
  - Computation period – per payroll period
  - Deposit frequency – per pay period
  - Match on catch-up – Yes
- **Profit Sharing Contributions**
  - Allocation formula – pro rata formula
  - Timing - annual
- **Features**
  - Loans – Allowed
  - Safe Harbor Plan – Yes
  - Automatic Enrollment – Yes
    - Default contribution type – Pretax
    - Default deferral – 3%
    - Automatic deferral increase – 1%
    - Maximum automatic deferral – 6%
    - Timing of automatic deferral increase – first day of plan year

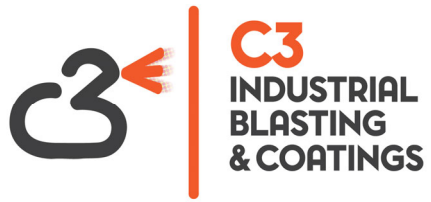
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Contact our Agent to schedule a personal appointment to discuss Supplemental Insurance tailored to fit your needs.

Supplemental Plans include:

- Accident Insurance
- Dental Insurance
- Vision Insurance
- Disability Insurance



- Cancer Insurance
- Critical Illness Insurance
- Hospital Insurance
- Life Insurance

MONICA WENTZ

865-466-2742

[monica\\_wentz@us.aflac.com](mailto:monica_wentz@us.aflac.com)