

Rehmann, LLC 401(k) Plan

The Rehmann 401(k) Discretionary Employer Match is structured as follows:

Rehmann will provide a match contribution of 30% of the first 10% of pay that you contribute to the plan. For Example:

<u>Your Contribution (Salary Deferral)</u>	<u>Match Contribution</u>
0%	0.00%
1%	0.30%
2%	0.60%
3%	0.90%
4%	1.20%
5%	1.50%
6%	1.80%
7%	2.10%
8%	2.40%
9%	2.70%
10%	3.00%
10% +	3.00%

Upon termination of employment you will be entitled to a certain percentage of the Rehmann Match portion of your account based on the following:

<u>Number of years of Covered Service</u>	<u>Percentage</u>
Less than 2 years	0%
2 years but less than 3 years	20%
3 years but less than 4 years	40%
4 years but less than 5 years	60%
5 years but less than 6 years	80%
6 years and over	100%