

401K

McCorvey Companies 401K is handled by Fidelity. You will need to be 21 years of age, with six (6) months of consecutive employment, to be eligible to participate in the company's 401K savings plan. McCorvey Companies will match up to 50%, maxing out at 4% that you contribute. An email will be sent to the email address in your Paycom profile each enrollment period. The enrollment process is done online through Fidelity's website (www.401k.com) or over the phone (1-800-835-5097).

Quarterly Enrollment: January 1st, April 1st, July 1st, and October 1st

Months to Make Changes: December, March, June, and September

<u>Years of Service</u>	<u>Vested</u>
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

Profit Sharing Plan

McCorvey Companies Profit Sharing is handled by Fidelity. Profit Sharing starts calculating from the time of hire. You must be employed from January 1st to January 1st to qualify for a yearly contribution. Vesting begins after two (2) years and is calculated from January 1st to January 1st.

<u>Years of Service</u>	<u>Vested</u>
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

401k and Profit Sharing – Designating Beneficiaries

All employees must register and have access to their accounts through the Fidelity website (www.401k.com). Registering for an account will allow you to have immediate access to your account. You can update the beneficiary information at any time you choose to. It is the employee's sole responsibility to keep this information up to date. If you have additional questions or need help, please reach out directly to Fidelity (1-800-835-5097).

McCorvey Companies is not responsible and cannot update contributions, dependent/beneficiary information for employees. Any emails requesting changes will not be processed and you will be directed to reach out to Fidelity.

Please contact Human Resources at hr@mccorvey.com if you have any questions or require additional information.

8/1/2023

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Houston, TX 77029 Suite 200 Suite 100 Suite 101A Suite D Raleigh, NC 27617 Orlando, FL 32824
Grapevine, TX 76051 San Antonio, TX 78232 Round Rock, TX 78664 Charlotte, NC 28217

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