

PLAN HIGHLIGHTS
WIN-TECH, INC. 401(K) PS PLAN
GA#: 01-11473-01

Plan Effective Date:	January 1, 2016
Effective Date of Amendment:	October 15, 2020
Plan Year:	January 1 through December 31
Eligibility Requirements:	Minimum Age: 21 Waiting Period: 6 months of service (1 hour of service in the 6-month period following your initial date of hire)
Excluded Employees:	Leased Employees, Collectively Bargained Employees, and Nonresident Aliens with no U.S. source income
Entry Dates:	The First Day of the Month immediately following the date on which you satisfy the Eligibility Requirements
Employee Contributions:	You may make traditional pre-tax and/or Roth after-tax deferrals through payroll deductions. Your Elective Deferrals are always 100% vested.
Employer Contributions:	<i>Safe Harbor Basic Match:</i> the employer will match \$1.00 of each \$1.00 you defer into the plan on the first 3% of your compensation, plus \$0.50 of each \$1.00 you defer on the next 2% of your compensation. These matching contributions are based on the Plan Year and are 100% vested. <i>Profit Sharing*:</i> a nonelective profit sharing contribution may be made as determined by the employer each Plan Year. <i>*Certain allocation requirements may apply to these employer contributions under the Plan. Please refer to your Summary Plan Description for additional details.</i>
Rollovers:	Rollovers into the plan are permitted. Amounts in your rollover account are always 100% vested, and withdrawals from your rollover account are allowed at any time.
Vesting:	Company profit sharing contributions are subject to the following vesting schedule: Years of Service: 0 1 2 3 4 5 6 Vested Percentage: 0% 0% 20% 40% 60% 80% 100% All accounts are fully vested at Normal Retirement Age of 65.
Distributions:	Distributions from your account are available upon Normal Retirement Age, death, disability, or termination of employment. The following withdrawals are also permitted by the plan: <ul style="list-style-type: none">○ Distributions due to financial Hardship○ In-service withdrawals at age 59 1/2○ Participant Loans Please review the Summary Plan Description for any conditions that may apply to these withdrawals and for any additional withdrawals that the plan may allow.
Investment Changes:	Permitted each day business is transacted at Sentry in conjunction with active trading on the New York Stock Exchange (NYSE).

This is a general overview of your plan's provisions. A complete description of the plan will be provided to you in the Summary Plan Description (SPD). If there are any differences between the Plan Highlights shown above, the SPD, and your plan's legal plan document, the plan document will govern.