

Preferred Pump and Equipment, LP 401(k) Plan



Administered by Empower Retirement

Eligibility	Employee Contributions: 3 months of Service and Minimum Age 20½																					
Plan Entry	1 st of the month following 3 months of employment. Preferred Pump automatically enrolls employees at 3% contribution.																					
Retirement	Normal Retirement: Age 65 Early Retirement: Age 55 with completion of 6 years of service																					
Contributions	Employer Matching: 50% up to 6% of your deferral Profit Sharing: Discretionary, determined at the end of the year Salary Reduction: Pre-Tax / ROTH at Participant's discretion Annual Maximum: \$24,500 Catch Up Contribution: => Age 50 - 50 to 59: \$32,500 (\$24,500, plus \$8,000 catch-up) - 60 to 63: \$35,750 (\$24,500, plus \$11,250 catch-up) - 64 and older: \$32,500 (\$24,500, plus \$8,000 catch-up)																					
Vesting	Employee Deferral/Deferral Earnings: 100% Immediate Employer Contributions/Earnings: Graded Vesting based on Years of Service <table><tr><td>Year</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr><tr><td>%</td><td>0</td><td>20</td><td>40</td><td>60</td><td>80</td><td>100</td></tr></table>								Year	1	2	3	4	5	6	%	0	20	40	60	80	100
Year	1	2	3	4	5	6																
%	0	20	40	60	80	100																
Changes to 401(K)	Deferral Amount: Monthly through ExponentHR, Reflected 1st day of the following month Investments: Anytime, internet and phone access via Empower Retirement website																					
Withdrawals	Allowed per plan guidelines																					
Hardship Withdraws	Allowed per plan guidelines																					
Loans	Allowed per plan guidelines																					

NOTE: Beginning January 1, 2026, if you earn over \$150,000 in FICA wages in the previous year, all catch-up contributions must be made to a Roth account in after-tax dollars.



Online

Visit empowermyretirement.com



Phone

844-465-4455 | TTY: 800-345-1833
weekdays from 8:00 a.m. to 10:00 p.m. and Saturday
from 9:00 a.m. to 5:30 p.m. Eastern time.

