

Cofreight, Inc.

Retirement Plan

FOR PLAN YEAR 01/01/2024 THROUGH 12/31/2024

Eligibility:	Employees who are at least age <u>21</u> , have <u>3</u> months of service, and have worked 250 or more hours during the year may join the plan on the following first day of each month coincident with or next following the date you satisfy the eligibility requirements.
Employee Contributions:	Employees may contribute pre-tax earnings and/or contribute Roth elective deferral annually to a limit of <u>\$23,000</u> (indexed for 2024). Employees defined by the IRS as “highly compensated” may encounter contribution limitation. Participants who are age 50 or older will be allowed to make an additional <u>\$7,500</u> contribution in year of 2024
Employer Contributions:	Employer may contribute funds to the Plan from year to year in the form of a discretionary contribution. Any such contribution will be solely at the discretion of the Company’s Board of Directors. However, you must be employed on the last day of the year (12/31) and work at least 1,000 hours during the year to receive a discretionary contribution for the year.
Rollover Accepted:	From accounts permitted under pension law (PPA), after meeting the above Eligibility requirements.
Vesting:	Employee contributions are always 100% vested.
Loans:	The Plan allows you to borrow (min. \$1,000; max. \$50,000) up to 50% of your vested account balance/deferral account, for any reason/hardship withdrawal reasons. Payments are deducted from your paycheck for a 1 to 5 year term (up to 10 years if loan is for purchase of principal residence) and paid back to your account with interest of (the Prime rate + 1 %) that will become fixed at time of loan.
Withdrawals:	You may withdraw funds in the event of termination of employment, retirement, death or permanent disability. Withdrawals that are not rolled over into an IRA or another plan may have tax consequences.
Investment Options:	You will be allowed to invest into mutual funds. Investment information will be provided by the investment consultant to help you to determine your own investment program.

Please be aware that any difference between this Summary Sheet and the Summary Plan Description or Plan Document, will be controlled by the Plan Document.