

New Hire Benefits Orientation – 401(k) Plan Overview

The Omaha Track, Inc. 401(k) Plan (the “Plan”) encourages employees to save for retirement by providing a generous employer match to your contributions, as well as the account management and investment options available through Fidelity. You can explore Fidelity’s website by visiting www.401k.com.

Plan Eligibility

All regular full-time employees are eligible to participate in the Omaha Track, Inc. 401(k) Plan as of the first of the month following 60 days of employment. Regular part-time employees are eligible once they have met the service and hours requirements under the Plan.

Plan Overview

The Omaha Track, Inc. 401(k) Plan contains an auto-enrollment provision, which means unless you actively elect to participate in the Plan or “waive” participation, you will automatically default to participation with a 4% pre-tax contribution level.

Employees may contribute up to the maximum amount allowed by law under Code Section 402(g) and 415, which for 2024 is \$23,000. Employee contributions up to 18% of compensation will be eligible for employer match.

Omaha Track matches employee contributions (excluding incentives and bonuses) with pre-tax dollars as follows:

- 100% of the first 1% of your contribution, plus
- 50% of the next 9% of your contribution, plus
- 25% of the next 8% of your contribution

Employees age 50 and older are also eligible to elect catch-up contributions to the Plan up to a maximum of \$7,500 per year for 2024, and not to exceed the maximum contribution allowed by law under Code 402(g) and 415.

Catch-up contributions are not eligible for employer match.

You always own 100% of your contributions to the Plan. You vest in the Omaha Track contributions over the next six years, as outlined in the chart below:

Years of Service	% Vested
2 Years	20%
3 Years	40%
4 Years	60%
5 Years	80%
6 Years	100%

Summary Plan Description

The Omaha Track 401(k) Summary Plan Description is available for viewing on our benefits website which can be found at: www.omahatrack.com/benefit-plan-documents. Once on the website, click the “401(k) Plan Documents & Notices” link and then refer to the section titled “Summary Plan Description (SPD)”.