

## **401(k) Savings Plan**

Insight Global has established a 401(k) savings plan to provide employees the potential for future financial security for retirement.

To be eligible to join the 401(k) savings plan, you must complete 90 days of service and be 21 years of age or older. Eligible employees may participate in the 401(k) plan subject to terms and conditions of the plan.

The 401(k) savings plan allows you to elect how much salary you want to contribute and direct the investment of your plan account, so you can tailor your own retirement package to meet your eligibility needs.

Because your contribution to a 401(k) plan is automatically deducted from your pay before federal and state withholdings are calculated, you save tax dollars now by having your current taxable amount reduced. While the amounts deducted generally will be taxed when they are finally distributed, favorable tax rules typically apply to 401(k) distributions. Employees become 100% vested in a company contribution after a period of 6 years.

Shortly before you become eligible to join the 401(k) savings plan, you will receive detailed information regarding the plan from our Plan Administrator. When you receive this information, you will be asked to complete the Enrollment, Beneficiary, and Summary Plan Description Receipt forms and return them to Insight Global.

Complete details of the 401(k) savings plan are described in the Summary Plan Description provided to eligible employees. Contact the Plan Administrator for more information about the 401(k) plan.

