UFCW LOCAL 1776 AND PARTICIPATING EMPLOYERS
RETIREMENT AND SAVINGS PLAN

To: Hanover Foods Employees Represented by UFCW Local 1776KS

Re: New Retirement Benefit Through the UFCW Local 1776 and Participating Employers

Retirement and Savings Plan Effective January 1, 2025

You are eligible to receive employer contributions under the UFCW Local 1776 and Participating Employers Retirement and Savings Plan ("Plan") starting on the first day of the month after you complete 90 days of employment with Hanover. After you become a Participant in the Plan, you will earn points for each month in which you are credited with at least one (1) Hour of Service. Effective January 1, 2025, Hanover employer contributions will be allocated using a service-tier point system.

The Service Tier and Point System

For each calendar month in which a Hanover Participant is credited with at least one (1) Hour of Service, points will be earned based on years of service with Hanover Foods. Service tiers are determined as of December 31 of the prior Plan Year. Service tiers will not be redetermined during a calendar year, and Participants will remain in their service tier for the entire calendar year regardless of additional service earned during that calendar year. Below is the Service Tier and Point Chart.

Service Tier and Point Chart		
Tier	**Years of Service**	**Monthly Points**
1	Less than 5	0.25
2	5 or more, but less than 10	1.75
3	10 or more, but less than 15	4.75
4	15 or more, but less than 20	6.25
5	20 or more, but less than 25	7.75
6	25 or more, but less than 30	9.25
7	30 or more, but less than 35	10.75
8	35 or more	12.25

The Contribution Allocation

After the end of each calendar quarter, the Trustees will determine the value of one point by dividing the total Hanover employer contributions made for the quarter by the total points earned by all eligible Hanover Participants during that quarter. Each Participant's quarterly employer contribution allocation will equal the number of points earned multiplied by the quarterly point value. Contributions will be deposited as soon as administratively practicable following these calculations.

Vesting

Employer Contributions accrued on or after January 1, 2025, will vest according to the following schedule:

Employee Vesting Schedule	
Years of Service	**Percent Vested**
Less than 2 Years of Service	0%
2 Years of Service but less than 3	20%
3 Years of Service but less than 4	40%
4 Years of Service but less than 5	60%
5 Years of Service but less than 6	80%
6 or more Years of Service	100%

Participants with an Employer Contribution Account before January 1, 2025, will remain subject to the vesting schedule that applied to their account before that date. Participants are always 100% vested in their Salary Reduction Contribution Accounts and Rollover Accounts, subject to the terms of the Plan.