

401(K) Election

Butch's Propane and Affiliated Companies Safe Harbor 401(k) Plan has been adopted to provide the opportunity to save for retirement on a tax-advantaged basis.

Employees will be eligible to participate after completing one (1) year of full-time employment and 1,000 service hours. Their effective date will be the first paycheck following this anniversary date.

As a participant, employees may elect to defer a percentage or dollar amount of each paycheck. The total deferrals in any taxable year may not exceed a dollar limit which is set by law. If the employee is under 50 years of age, the limit for 2026 is \$24,500. If the employee is over 50 years of age an additional \$8,000 can be added to the limit. This max may change year to year.

For those employees who choose to contribute, the company will match dollar-for-dollar up to 4% of their compensation. Any plan changes will be communicated to participants. To enroll, the employee must email the benefits department at benefits@butchspropane.com.