

THE ARCHITECT RETIREMENT PEP FOR DON HUMMER TRUCKING CORPORATION

PLAN HIGHLIGHTS

IMPORTANT: *This is a summary of the plan features. For full details, please refer to the Summary Plan Description.*

Eligibility	
Excluded Employees:	All employees may become eligible to participate in the Plan.
Elective Deferral Contributions, Employer Matching Contributions and Non-Elective Contributions:	<p>You must meet the following criteria to become eligible to participate in the Plan:</p> <ul style="list-style-type: none"> • Attain age 21 • Complete 90 days of eligibility service before Entry Date.
Elective Deferral Contributions, Employer Matching Contributions and Non-Elective Contributions:	You will enter the Plan on the first day of each plan quarter coincident with or next following the time you meet the eligibility criteria specified above.
Contributions	
Elective Deferral:	You may elect to defer up to 100% of your Plan Compensation on a pre-tax basis. You may also elect to make Roth contributions to the Plan on an after-tax basis. You may elect to change your elections to contribute to the Plan on the dates established pursuant to Plan Administrator procedures. Federal law also limits the amount you may elect to defer under the Plan (\$22,500 in 2023). However, if you are age 50 or over, you may defer an additional amount up to \$7,500 (in 2023). These dollar limits are indexed; therefore, they may increase each year for cost-of-living adjustments.
Employer Matching Contributions:	The Employer may, in its sole discretion, make an Employer Matching Contribution on your behalf in an amount determined by the Employer.
Non-Elective Contributions:	The Employer may, in its sole discretion, make a Non-Elective Contribution on your behalf in an amount determined by the Employer. Such contribution, if made, will be allocated to the Non-Elective Contribution Account of each Participant eligible in pro rata shares. For purposes of this section, the Applicable Period for determining satisfaction of service requirements for an allocation of Non-Elective Contributions will be each Plan Year. You must be employed by the Employer on the last day of the Plan Year in order to receive a Non-Elective Contribution.
Rollovers:	The Plan may accept a Rollover Contribution made on behalf of any Employee not excluded from the Plan, regardless of whether such Employee has met the age and service requirements of the Plan.
Vesting	
Fully Vested Accounts:	You will have a fully vested and nonforfeitable interest in your Elective Deferral Account, Rollover Contribution Account and Qualified Non-Elective Contribution Account.
Employer Matching	Your interest in your Employer Matching Contribution Account and Non-Elective Contribution

Contribution Account and Non-Elective Contribution Account:	Account will vest based on your Years of Vesting Service according to a 2-6 year graded vesting schedule (20% per year starting with two years of vesting service).
Investing Plan Contributions	
Investments:	You may direct the investment of all of your Accounts in one or more of the available Investment Funds. Your elections will be subject to such rules and limitations as the Plan Administrator may prescribe. The Plan Administrator may restrict investment transfers to the extent required to comply with applicable law. The Plan is intended to constitute a plan described in section 404(c) of ERISA. This means that Plan fiduciaries may be relieved of liability for any of your losses that are the result of your investment elections.
Distributions and Loans	
Distributions from the plan:	<p>You may receive a distribution from your account under the following circumstances:</p> <ul style="list-style-type: none"> • Immediately after your employment terminates • Early Retirement Age (even if you are still working) • Normal Retirement Age (even if you are still working) • Hardship • After age 59.5 • From the Rollover Contribution Account at any time • Death • Disability
Loans:	The minimum loan amount is \$1000 and the maximum number of loans outstanding is 1. Please see your Loan Procedures for additional details on taking a loan from the Plan.
Contact Information	
<p>Plan Administrator: Name: The Finway Group, LLC</p> <p>Plan Sponsor Contact Information: Address: 5625 Mills Civic Pkwy, Suite 101, West Des Moines, Iowa 50266 Phone number: 515-226-0974 Employer Identification Number: 42-1468222</p> <p>Plan Administrator Contact Information: Address: 5625 Mills Civic Parkway Suite 101, West Des Moines, IA 50266 Phone number: 866-955-4015</p>	

Note: These plan highlights are intended to be a very concise overview of plan features. For a detailed description of plan features, please review the Summary Plan Description or contact the Plan Administrator for more information. The plan features described in these plan highlights are subject to change and in the event of a discrepancy between the legal plan document and these highlights (or any other summary of plan features), the plan document shall control.