

RETIREMENT PROGRAM



The Sport Facilities Companies wants you to create the future you want by pursuing your long-term financial independence. Our Safe Harbor 401k program is a step in that direction. Get started today and use these tools to help you invest in your future.

Here's what you need to know

- Enrollment: First of the month following 60 days of employment
- Eligibility to receive company match: 1 year of service
- Company Match: 100% on first 3%, 50% on 4-5% of compensation
- Vesting: 100%
- Contributions: Plan year 2026, \$24,500 for individuals with an additional \$8,000 catch-up option for ages 50-59 & 64+ or an additional \$12,000 "super" catch-up option for ages 60-63
- Withdrawals: Financial Hardships, In-Service Withdrawals
- Contribution Types: Pre-tax and Roth

Contribution Summary

Age Range	Base Limit	Catch-Up Limit	Total Team Member Contribution	Limitations
Under 50	\$24,500	Not Applicable	\$24,500	Not Applicable
Age 50-59 & 64+	\$24,500	\$8,000	\$32,500	Team Members whose wages exceed \$145,000 in 2025 must make any catch-up contributions as after-tax Roth contributions based on the SECURE 2.0 Act.
Age 60-63	\$24,500	\$12,000	\$36,500	Team Members whose wages exceed \$145,000 in 2025 must make any catch-up contributions as after-tax Roth contributions based on the SECURE 2.0 Act.

* These are projected contribution limits for 2026 as the IRS has yet to finalize due to current government shut down.

Here's how to get started

To experience all these features and more, visit voyaretirementplans.com. For more information please visit Support Center > Benefits > Retirement Plans > Voya in the Dugout.

Questions? At any time, call 800.584.6001 and speak to a Customer Service Associate. They're available Monday through Friday, 8:00 a.m. to 9:00 p.m. Eastern Time.

For rollover assistance and financial planning, please contact Evan Conley with KASE Wealth at (813) 769-9920 or econley@kasewealth.com