



The Sodexo 401(k) Retirement and Savings Program

An Overview

The Sodexo 401(k) Retirement and Savings Program is a long-term savings benefit offered to Sodexo employees. There are 15 investment options from which to choose. Each fund has its own level of investment risk and reward over the long term.

Eligibility

Newly hired employees will automatically be enrolled in the Retirement and Savings Program. Employees not yet enrolled are eligible to join the Retirement and Savings Program if they:

- Are at least 21 years old, and
- Are employed at a unit eligible for the 401(k) Savings Program. Employees subject to a CBA are only eligible to participate if specifically provided for in the CBA.

Contributing to the Program

Participants may save between 1% and 50% of their gross pay through before and/or after tax payroll deductions.

Company Match

Currently, the company contributes 50 cents for each dollar an employee contributes to the Retirement and Savings Program, up to the first 6% of pay. It's like free money! (The company match may vary from year to year.)

The company contribution is made quarterly and generally a participant must be employed by the company on the last business day of the quarter in order to receive the company's quarterly contribution.

Vesting

Participants hired after April 1, 2009 begin to vest in, or gain ownership of, 100% of their company contributions at the end of 3 years of service with the company. Participants are always 100% vested in their own contributions (including rollover contributions) made to the Retirement and Savings Program as well as gains and losses, if any, on these contributions.