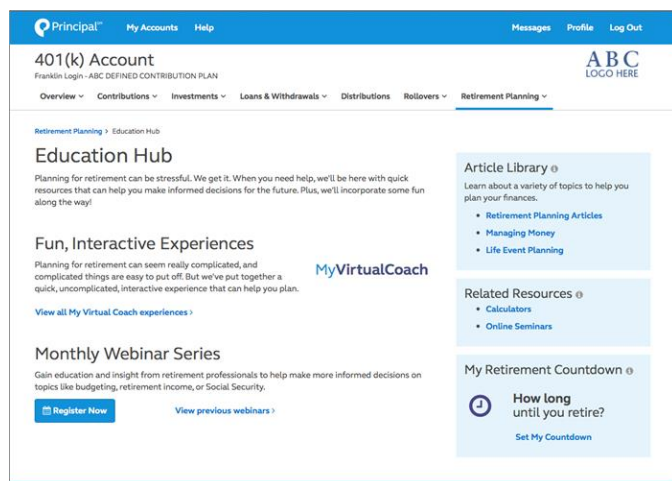


APPLIED TRAINING SOLUTIONS' 401K

Applied Training Solutions offers employees an option to contribute to either a traditional or ROTH 401K!



<http://www.principal.com/educationhub>

BEGIN YOUR RETIREMENT PLANNING

BEGIN YOUR RETIREMENT PLANNING WITH SOME EDUCATIONAL INFORMATION AND A VIRTUAL COACH TO KICKSTART YOUR SAVINGS!

Invest your Money AND ATS' Money!

Traditional 401K: Invest your money pre-tax to save on taxes today by deferring them until you take out your money.

Roth 401: Invest your money post-tax to pay taxes today and use your investment tax free upon retirement.

Match and Vesting Schedule

Match: ATS matches 50% of the first 8%. What does this mean?

You will receive the maximum match of 4% if you invest at least 8% of your income.

Vesting: ATS currently uses a 5-year vesting schedule based on your start date, not participation date, with a minimum of 1000 hours worked per year. For example, if you started in 2016 and worked at least 1000 hours each year, any match funds would be vested at 80% as soon as it is deposited.

On January 1st of each year following at least 1000 hours of work, the money contributed by ATS will vest (become yours) by 20% until you reach 100%. At that point, all money contributed by ATS (including everything from the previous 5 years) is yours forever!

All money contributed by an employee is 100% vested as soon as it is contributed. Only the match increases by 20% each year of eligibility until you reach 100%. At that point, every dollar is yours forever!

Eligibility: ATS employees become eligible to participate in either 401K program after they have completed a full month of work. For example, if you begin work with ATS on April 15th, you will need to work the full month of May to be eligible on June 1st.

Contribution Limit: The 2020 annual contribution limit increased to \$19,500. In addition, any employee turning 50 at any time during the year, or already 50+, may contribute an additional \$6,500 annually in catch-up funds.