

# 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 \$7,500 catch-up option for ages 50-59 & 64+ or an additional \$11,250 "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	\$7,500	\$32,000	Team Members whose wages exceed \$150,000 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	\$11,250	\$35,750	Team Members whose wages exceed \$150,000 in 2025 must make any catch-up contributions as after-tax Roth contributions based on the SECURE 2.0 Act.

## Here's how to get started

To experience all these features and more, visit [voyaretirementplans.com](https://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 Andrew Winkler with Merrill Lynch at (727) 462-2313 or [andrew\\_winkler@ml.com](mailto:andrew_winkler@ml.com).

