



Sodexo 401(k) Retirement and Savings Program

Plan	Description	
401(k) Retirement and Savings Program www.MySodexoSavingsPlan.com 866 7 MY PLAN (866 769 7526) Plan Administrator ING Eligibility Age 21 or older in an eligible unit.	Contributions <ul style="list-style-type: none"> Employee Employer 	1-50% (combined pre- and post-tax contributions) Quarterly match – 50% of first 6% of employee contributions – may vary by year
	Automatic Enrollment	Eligible employees are automatically enrolled at a 1% contribution rate upon hire and have 30 days to opt out of the Plan. Automatic enrollment increases at a rate of 1% per year until year 3.
	Vesting	Employees hired on or after 4/1/09: 100% after 3 years Employees hired before 4/1/09: 50% after 2 years 75% after 3 years 100% after 4 years
	Investment Options	15 investment options
	Loan Feature	Available

Employee Stock Purchase Plan

Plan	Description	
Employee Stock Purchase Plan (ESPP) www.sgvestia.com/sodexo 888 580 0007 Plan Administrator SG Vestia Eligibility Non-temporary, full and part-time employees employed on September 1 each year	Enrollment Period	Aug. 1 – Aug. 31 each year.
	Contributions	After-tax payroll deductions of 1-8%.
	Plan Benefit	Own a piece of the company by purchasing shares of Sodexo at a 10% discount.



Credit Union

Plan	Description	
Credit Union MEFCU www.mefcudirect.com 800 821 7280 FCFCU https://firstcomcu.org 610 821 2403 Eligibility All employees	Waiting Period	None
	Benefit	The credit unions offer members competitive interest rates on loans, yields on certificates, money market accounts and savings accounts.

Direct Deposit

Plan	Description	
Direct Deposit www.lamSodexo.com > Employee Self Service Eligibility All employees	Benefit	You may have your paycheck deposited into up to 10 savings and 10 checking or investment accounts.