

## 401(k) Retirement and Savings Program

Plan	Description	
<b>401(k) Retirement and Savings Program</b>  <a href="http://www.MySodexoSavingsPlan.com">www.MySodexoSavingsPlan.com</a> <b>866 7 MY PLAN (866 769 7526)</b>  <b>Plan Administrator</b> ING  <b>Eligibility</b> Age 21 or older in an eligible unit	Contributions	
	<ul style="list-style-type: none"> <li>Employee</li> <li>Employer</li> </ul>	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	
<b>Employee Stock Purchase Plan (ESPP)</b>  <a href="http://www.sgvestia.com/sodexo">www.sgvestia.com/sodexo</a> <b>888 580 0007</b>  <b>Plan Administrator</b> SG Vestia  <b>Eligibility</b> Non-temporary, full and part-time employees employed on Sept. 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	
<b>Credit Union</b>  <b>MEFCU</b> <a href="http://www.mefcudirect.com">www.mefcudirect.com</a> 800 821 7280  <b>FCFCU</b> <a href="https://firstcomcu.org">https://firstcomcu.org</a> 610 821 2403  <u>Eligibility</u> All employees	Waiting Period	None
	Benefit	The credit union offers its members competitive interest rates on loans, yields on certificates, money market accounts and savings accounts.

## Direct Deposit

Plan	Description	
<b>Direct Deposit</b>  <b>SodexoNet: Search Keyword:</b> <a href="#">Employee Self Service</a>  <u>Eligibility</u> All employees	Benefit	You may have your paycheck deposited into up to 10 savings and 10 checking or investment accounts.