

401(k) Plan

Save now, enjoy later

Kong's 401(k) plan through Fidelity makes saving for your retirement simple while providing tax benefits now.

Employees age 18 and over are eligible to join the plan. We automatically enroll eligible employees at a pre-tax contribution of 1% of your pay. New and current employees may change this automatic enrollment contribution or opt out at any time. If you are currently participating in our 401(k) plan, you may change your elective deferrals at any time during the year.

For more information, please visit the Fidelity NetBenefits® at www.401k.com.

Maximum Annual Contribution Limit

You may contribute as little as 1% or as much as 100% of your eligible compensation on a pre-tax and/or Roth basis, up to the IRS dollar limit (2025 = \$23,500). If you are age 50 or over by the end of the taxable year and have reached the annual IRS limit or Plan's maximum contribution limit for the year, you may make additional salary deferral or pretax contributions to the plan up to the IRS Catch-Up Contribution Limit (in 2025 = \$7,500).

Starting in 2025, the SECURE 2.0 Act increases the limit for you if you have attained age 60, 61, 62, or 63 in a given calendar year. This limit for 2025 is \$11,250.

How to Enroll?

Enroll at www.401k.com. You can also set up your beneficiary information by going to Fidelity NetBenefits® at www.401k.com or calling a Fidelity Representative at 1-800-890-4015 to request a Designation of Beneficiary Form to fill out and return to Fidelity.

Your plan has an automatic enrollment feature. If you do not take action you will be automatically enrolled at 1% and you will receive a separate notification indicating when deferrals will begin to be made on your behalf. If you do not select an investment, your Plan Sponsor has directed Fidelity to place your contributions in the Blackrock target date fund that most closely aligns with your projected retirement date based upon your birth year.

If you would prefer to not participate at this time or to specifically elect a contribution rate and/or investment options, please contact Fidelity by logging onto www.401k.com or call 1-800-835-5097.