

CHS & CVA New Retirement Savings Account Effective 1/1/2023



CHS will allocate a percentage of each CVA employee's salary to the retirement savings account based on years of service. Employees are encouraged to also contribute to the retirement plan but are not required to do so. CVA employees will receive credit for their current years of service. Employees must work 1,000 hours in each plan year to be eligible, July 1st through June 30th.

Years of Service	Allocation Rate
0-5	3.5
6-10	5
11-15	6.5
16-20	8.45
21 + years	10.5

Vesting Schedule

1 yr - 20%
2 yrs - 40%
3 yrs - 60%
4 yrs - 80%
5 yrs - 100%

CHS also offers an additional matching opportunity for employees who elect to contribute to the retirement plan. For every 1% that an employee contributes to the retirement plan CHS will match an additional 0.25%. The maximum that the company will match is 4%. Employees must work 1,000 hours in each plan year to be eligible for the additional matching.

Employee Contribution	CHS Match
1%	0.25%
2%	0.50%
3%	0.75%
4%	1.00%

Employees who elect to contribute to the retirement plan may choose to have the portion of their contribution deducted from their paycheck either pre-tax or after-tax (roth).

The financial advisors from Horizon Capital Advisors, Brock McClain and Brett Deuth, are available on a quarterly basis to discuss your retirement plan. For assistance needed at any other time they may be reached at 913-469-0033, or through the Voya customer contact center at 800-584-6001.

