We Build Wealth Together

2026

At SEH, we contribute to each other's success. We care about providing quality plans that help build wealth and position you to achieve your goals. SEH offers both an Employee Stock Ownership Plan (ESOP) and 401(k) Plan.

EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)

On July 1, 1994, SEH proudly transitioned into an ESOP Company, achieving 100% employee ownership. This significant shift benefits the company's success and directly rewards the hard work and dedication of those who contribute to it, cultivating a culture of accountability and excellence in service. Our ESOP gives every employee-owner the chance to share in the company's success. When we work together as owners, our collective achievements strengthen our share value – and those gains come back to each of us.

The SEH Board of Directors determines the amount to be contributed to the ESOP annually. By way of stock, contributions are made on the employee owner's behalf based on their eligible earnings, which are base salary and any bonus earnings. The decision made by the Board of Directors is based on company growth and profitability and cannot be guaranteed, but we are proud to say we have consistently contributed 7.5% or more each year. Employees over the age of 18 are eligible to participate after completing 500 hours of service. They will enter the plan the following quarter. Any contribution will be made in the first fiscal year an employee works more than 1,000 hours and is employed on the last day of the plan year. Ownership statements are typically issued by January and show the total number of shares owned.

401(k) PLAN

Within your first week of employment, you will receive instructions on how to set up your 401(k) and contribution rate. You can contribute up to 60% of your annual compensation, up to a maximum of $24,500 in 2026.

If you are age 50 or older, you are eligible to make an additional catch-up contribution of $8,000.

However, if you are age 60-63, your catch-up contribution limit increases to $11,250.

401(k) PLAN MATCHING

Because of our commitment to supporting our employees in growing their wealth, SEH matches 25% of the first 6% for a maximum of 1.5% of your eligible plan year compensation. Fidelity Investments is the trustee for our 401(k) plan.

ROLLOVERS

If you have a 401(k) or another qualified retirement plan from a previous employer, you are likely able to roll over the funds into your SEH 401(k).

VESTING SCHEDULE

ESOP AND SEH CONTRIBUTIONS TO 401(k)

YEARS OF SERVICE	VESTING PERCENTAGE
Less than 2	0
2	20
3	40
4	60
5	80
6	100

You are always 100% vested in your own employee contributions and earnings in the 401(k) Plan.

Please note this serves as a summary of the benefits.

The ESOP Plan and Summary Plan Description (SPD), contain the full plan provisions and are accessible on Connect.

The 401(k) SPD is available in Fidelity's NetBenefits portal.