SUNWAVE PLUMBING · BENEFITS

Retirement Savings Plan

At Sunwave, we want everything we do to result in others having a bigger and better future — and that includes the years after your time on our team. Our retirement savings plan is one way we put our principle of Creating Value into practice for the long term: helping you build real, lasting financial security while you help us transform the plumbing industry.

1 year of employment	100% matched	50% matched
ELIGIBILITY	FIRST 1% YOU CONTRIBUTE	NEXT 5% YOU CONTRIBUTE

The Basics: What's a Retirement Savings Plan?

A retirement savings plan is an account offered through your employer. Instead of saving on your own, a set percentage of your paycheck goes straight into an investment account before you ever see it — making saving automatic. That money grows over years through investments (typically a mix of funds you select), and Sunwave's match adds free money on top of what you save.

Within Sunwave's plan, you can typically choose how your contributions are taxed: Traditional or Roth. Both share the same eligibility, the same match, and the same 6% cap described in this document — the difference is only in when you pay taxes.

Traditional — pay taxes later

Contributions come out of your paycheck before taxes, which lowers your taxable income today. Your money grows tax-deferred, and you pay ordinary income tax when you withdraw it in retirement.

Roth — pay taxes now

Contributions come out of your paycheck after taxes, so there's no upfront tax break. In exchange, your money grows tax-free, and qualified withdrawals in retirement — including all the growth — are not taxed at all.

Neither option changes Sunwave's match: whether you contribute Traditional, Roth, or a mix of both, your match follows the same tiers below. If you're unsure which fits your situation, a tax advisor can help you decide what's best for you.

Eligibility

Employees qualify to enroll in Sunwave's retirement savings plan after completing one full year of employment with the company. Once you reach your one-year mark, you'll be eligible to begin contributing and receiving the company match described below.

How the Company Match Works

We built our match to reward the habit of saving, not just the size of the paycheck. Sunwave matches your contributions in two tiers:

Tier 1 — 100% match on your first 1%

For every dollar you contribute, up to 1% of your pay, Sunwave matches it dollar for dollar.

Tier 2 — 50% match on the next 5% (2% through 6%)

On the portion of your contribution from 2% up through 6% of pay, Sunwave matches 50 cents on every dollar.

The match caps at 6% of pay

Sunwave's match stops growing once your contribution reaches 6% of pay. You're always welcome to contribute more than 6% for your own future — it just won't increase the company match beyond that point.

What This Looks Like in Practice

The table below shows how your contribution and Sunwave's match add up at different savings levels. Contributing the full 6% earns you the maximum match Sunwave offers: 3.5% of your pay, on top of your own savings.

You Contribute	Sunwave Matches	Total Into Account	Match Tier
0% of pay	**0% of pay**	**0% of pay**	—
1% of pay	**1% of pay**	**2% of pay**	100% match
2% of pay	**1.5% of pay**	**3.5% of pay**	100% + 50%
3% of pay	**2% of pay**	**5% of pay**	100% + 50%
4% of pay	**2.5% of pay**	**6.5% of pay**	100% + 50%
5% of pay	**3% of pay**	**8% of pay**	100% + 50%
6% of pay	**3.5% of pay**	**9.5% of pay**	100% + 50%

Enrolling

- Enrollment opens automatically once you hit your one-year employment date — you'll receive an invite through Gusto to set up your account.
- You can choose Traditional, Roth, or a mix of both right in the app. Sunwave's match applies the same way no matter which you pick.
- You choose your own contribution percentage — Sunwave's match simply follows the tiers above, automatically, up to 6%.
- Any changes to your contribution percentage or account type can be made directly in Gusto, anytime.

Quick Recap

- Eligible after 1 year of employment.
- Sunwave matches 100% of your first 1% contributed.
- Sunwave matches 50% of the next 5% you contribute (2% through 6%).

- Maximum company match: 3.5% of pay, reached at a 6% contribution.
- Traditional and Roth are both available, with identical matching.

FINAL NOTE

This plan isn’t just a line item — it’s Sunwave investing in your future the same way we ask you to invest in ours. Save what you can, claim every dollar of the match available to you, and build the kind of long-term security that lets you show up every day with confidence and peace of mind.