



Benefit Summary



W2 FULL-TIME ASSOCIATES

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This document is an outline of the coverage proposed by the carrier(s), based on information provided by your company. It does not include all of the terms, coverage, exclusions, limitations, and conditions of the actual contract language. The policies and contracts themselves must be read for those details. Policy forms for your reference will be made available upon request.

The intent of this document is to provide you with general information regarding the status of, and/or potential concerns related to, your current employee benefits environment. It does not necessarily fully address all of your specific issues. It should not be construed as, nor is it intended to provide, legal advice. Questions regarding specific issues should be addressed by your general counsel or an attorney who specializes in this practice area.

Benefits Overview

Dahl Consulting is proud to offer a comprehensive benefits package to eligible employees that will allow you to choose the best coverage to meet your family's needs.

You share the costs of some benefits and DAHL provides other benefits at no cost to you.

The employee benefits offered are:

- » 401(k) Retirement Savings Plan
- » Direct Deposit
- » Employee Referral Reward Program

Eligibility

You are eligible for DAHL's 401k plan the first of the month following your start date.

401(k) Retirement Savings Plan

Administered by The Standard (Previously known as Securian)

Don't leave your retirement behind! Dahl Consulting offers all eligible employees the opportunity to participate in its 401(K) Retirement Savings Plan administered by The Standard (subject to plan provisions) and includes investment options designed to accommodate any investor's needs. In 2024, up to 100% of annual compensation can be deferred subject to a \$23,000 year maximum (\$30,500 maximum over 50 years of age).

In 2024, DAHL plans to match 25% of the first 8% that you contribute to your 401(K). Since matches are made on a discretionary basis, the final decision is made at year-end. Matching contributions will be sent to The Standard at the end of each calendar year. You must be employed on December 31st of the calendar year and have worked a minimum of 1,000 hours within the calendar year to receive the company match. Please refer to the vesting schedule below for additional information.

Vesting Schedule	
1 year of service	25%
2 years of service	50%
3 years of service	75%
4+ years of service	100%

Direct Deposit

In today's world, DAHL recognizes how convenient getting your paycheck directly deposited to your checking and/or savings account can be. We offer a safe and reliable direct deposit option: you authorize, we deposit.

Employee Referral Reward Program

We love quality referrals and are always looking to add to our Employment Network. If you refer someone new to DAHL that we place on a sourced, contract assignment or direct hire placement, you will be eligible to receive up to a \$250 gift card. [Click here to refer a friend.](#)

Contact Information

If you have specific questions about any of the benefit plans, please contact the administrator listed below, or your local human resources department.

Benefit	Administrator	Phone	Website
401(k) Retirement Savings Plan	The Standard	800.233.2881	www.securian.com
Employee Referral Reward Program	Dahl Consulting	651.772.9225	www.dahlconsulting.com

If you have any questions about the interpretation of these policies or the forms required to elect any of these benefits, please contact the DAHL office at 651.772.9225.

DAHL reserves the right to change or modify these benefits/this information at any time, in whole or in part, with or without notice. 401K/other plan changes/renewals/rates will be communicated to employees prior to change dates.



