What are the benefits of the KeHE ESOP?

IT CREATES A CULTURE OF OWNERS.

As an ESOP company, we are all owners. What we, as employees, do each day when we come to work has a real impact on the value of the company. We all directly benefit when the company does well.

IT HELPS EMPLOYEES SAVE FOR RETIREMENT.

The KeHE ESOP functions as a retirement account, similar to a 401(k) or IRA. Shares are deposited into your account on an annual basis. The shares remain in your account and grow in value. When you're ready to retire, you'll be able to cash in your shares for retirement income.

IT DOESN'T REQUIRE EMPLOYEES TO CONTRIBUTE LIKE A TRADITIONAL 401(K) MATCH PROGRAM.

TO LEARN MORE ABOUT ESOP

scan the QR code to access our educational videos on ESOP and meet Goodie!

ESOP™

ESOP

Remember with an ESOP KeHE makes the contribution. With a 401(k) you make the contribution out of your salary.

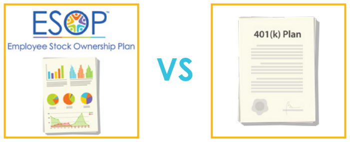
Keep in mind since we have the ESOP, we don't have a 401(k) match.

KeHE

FOR RETIREMENT AT KEHE WE HAVE BOTH AN ESOP AND A 401(K).

What's the difference?

They are both a retirement plan, but with an ESOP the company makes contributions into your account in the form of KeHE stock. Meaning you are a beneficial owner of a part of KeHE.



ESOP CONTRIBUTION

ELIGIBLE COMPENSATION

KEHE CONTRIBUTION TO ESOP (25%)

JOE $35,000 $8,750

JANE $35,000 $0

AMOUNT EMPLOYEE MUST CONTRIBUTE

0% OF ANNUAL WAGE

TO RECEIVE HIS ESOP CONTRIBUTION

JOE

JANE $1,750

5% OF ANNUAL WAGE

TO RECEIVE HER 401(K) MATCH

TOTAL TAKE-HOME PAY

JOE $35,000

JANE $33.250

TOTAL RETIREMENT SAVINGS

JOE $8,750

JANE $3,500

For the fiscal year, KeHE put an amount equal to 25% of Joe's eligible compensation into his ESOP retirement account.

THINK LIKE AN OWNER. GET PAID LIKE AN OWNER.

The KeHE ESOP share price has been growing at a steady rate since the company became entirely employee owned in 2001.

How does an ESOP compare to a 401(k)?

JOE works for KeHE, which has an ESOP.

JANE works for Company X, which has a 401(k) plan with 5% company match, but no ESOP.

JOE did not have to contribute any of his compensation to a retirement account to receive a 25% ESOP contribution from KeHE.

JANE had to contribute 5% of her compensation to receive a company match of the same amount.

JOE took home all of his compensation.

JANE took home 5% less than **JOE.**

5% LESS

JOE, at the end of the fiscal year, had more retirement savings and did not have to contribute any of his compensation.

JANE had less savings in her retirement account at the end of the same time period, and half of those savings were contributions made by her.

At the end of the fiscal year, Joe at KeHE had more take-home pay and retirement savings than Jane at Company X.

*This example does not take into account additional benefits such as life insurance, health care, KeHE 401(k), etc.