



AbleNet, Inc.
2625 Patton Road
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(800) 322-0956
www.ablenetinc.com

AbleNet ESOP Eligibility

Effective on 4/1/2021, new employees are eligible and will be automatically enrolled in AbleNet ESOP plan after the first day of next calendar month following 90 days of employment. You do not need to do anything to be enrolled it happens automatically. You will receive an ESOP statement in August of following plan year after you become eligible. After you receive your first ESOP statement, you can register your ESOP account in <https://www.esopconnection.com/ablenet/>. See attached AbleNet ESOP connection enrollment document for instructions.

AbleNet ESOP Vesting Schedule

New vesting schedule effective on 4/1/2021

When you have completed these Years of Service	The vested portion of your Account will be
1 year	25%
2 years	50%
3 years	75%
4 years	100%

** AbleNet will retro-calculate for active employees who were hired before 4/1/2021 and with less than 100% vested balance.

AbleNet ESOP Payout Options

1. You may receive payments while you are still employed if the following events occur:

Age 55 and 10 Years of Participation in the ESOP (Statutory Diversification). If you reach age 55 AND complete 10 Years of Participation in the ESOP, you will be eligible to diversify a portion of the Company stock in your ESOP account. That means a portion of your stock account can be invested in something other than Company stock. You may diversify up to 25% of your ESOP stock account in your first diversification year. Additional shares may be eligible for diversification in succeeding years. (The Plan provides for a 6-year diversification period.) You will be notified when you are eligible to diversify your ESOP account.

Age 50 and 12 Years of Participation in the ESOP (Supplemental Diversification). After you reach age 50 and have at least 12 years of participation in the ESOP, you will be given an eleven-year period during which you may elect to reinvest a portion of your account balance that is invested in AbleNet stock. You may diversify up to 20% in the first 5 years, then increased 5% each year until age 60. You may be eligible for both Statutory and Supplemental

Diversification at the same time. If you are eligible to diversify a different percentage of shares under each program, the larger percentage shall apply.

2. You will receive payments after you terminate employment if the following events occur:

Disability. If you become disabled while employed by the Company, the ESOP will pay your entire account balance in either:

- a single lump sum not exceeding \$200,000 no later than the end of the Plan Year following the year during which you become disabled; or
- in installments over a period of up to 5 years. *

Death. If you die while employed by the Company, the ESOP will pay your entire account balance in either:

- a single lump sum not exceeding \$200,000 no later than the end of the Plan Year following the year during which you become deceased; or
- in installments over a period of up to 5 years. *

Retirement. This includes both Early Retirement (Age 55 with 12 years of Participation) and Normal Retirement (Age 62). If you retire from the Company on or after your Retirement Age, the ESOP will pay your entire account balance in either:

- a single lump sum not exceeding \$200,000 no later than the end of the Plan Year following the year during which you retire; or
- in installments over a period of up to 5 years. *

Termination for Other Causes. If you leave the Company for any reason other than Death, Disability or Retirement, the ESOP will pay your entire vested account balance in either:

- a single lump sum if your vested account balance is \$10,000 or below no later than the end of the sixth plan year following the year you terminate employment; or
- in installments over a period of up to 5 years if your vested account balance exceeds \$10,000.* If your account balance is greater than \$5,000, you will have the option of leaving your account balance in the ESOP until Normal Retirement Age.



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Small Accounts. If your vested account balance is not over \$5,000 as of the last day of the Plan Year in which you terminate employment with AbleNet, your account will be automatically distributed to you in a single payment during the following Plan Year.

** The installment period may be extended for very large ESOP account balances. The Trustee also can defer making certain ESOP distributions until after the ESOP debt is repaid. See the Summary Plan Description for further details.*