



Employee Stock Ownership Program

What is an ESOP?

An *Employee Stock Ownership Program (ESOP)* is a wealth management plan where you gain ownership in the company through stock shares. These shares are allocated to you as part of your compensation.

Who Qualifies?

Staff employees who have been with the company for at least 1 year and complete 1,000+ hours of service within that year qualify to be apart of IMI Inc.'s ESOP.

**Staff employees must be at least 18 years old.*



Your "Vesting Clock" starts the date you are hired.

How it Works?

Stock Allocation: The plan allocates shares based on your compensation and Tenure. See equation below:

Your Compensation

÷ Total Compensation for all participants

× Total Contribution

= Contribution Allocated to your Account

Vesting: You earn full ownership of your shares over time (vesting period).

**Definition of each year vested = 1,000+ hours of service within the calendar year.*

Vesting Schedule:

0% vested after first year

▶ 20% after 2 years of vesting service

▶ 40% after 3 years of vesting service

▶ 60% after 4 years of vesting service

▶ 80% after 5 years of vesting service

● 100% vested after 6 years of vesting service

Exceptions:

● 100% vested in the event of death or disability

Valuation: The company's shares are valued annually by an independent appraiser based on company and industry market performance.