

RETIREMENT 401(k)



AFTER 90 DAYS YOU WILL BE ELIGIBLE

For new hires and rehires, after 90 days you will be eligible for participation in the **Knight-Swift Transportation Holdings, Inc. 401(K) Plan**. It's a great way to save enough for the life you want in retirement. The 90-day waiting period will consider past employment with participating KNX Holdings companies (Knight, Swift, Barr-Nunn, US Xpress, Total Transportation, Hayes, Eleos, and UTXL) for your effective date.

PLAN OVERVIEW

DEFERRALS AND EMPLOYER MATCH

Once you're eligible for the Plan, you can contribute a pretax portion of your salary, up to 75% of your eligible pay with a maximum of \$24,500 per year with a catch-up contribution maximum of \$8,000 for participants age 50 or older by year end and \$11,250 for participants age 60-63 by year end. Knight Transportation will annually match the greater of 100% up to 3% of eligible pay, or \$2,000. The Employer match will be calculated based upon the combined contributions made to your Pre-Tax plan as well as your Roth (if contributing) made during the plan year. Effective Jan. 1, 2026, participants who earn in excess of \$150,000 in FICA wages (indexed annually) the previous year must make all catch-up contributions as Roth (after-tax).

ROTH CONTRIBUTIONS

You'll also have the option to put aside after-tax Roth contributions. You do pay income tax on the money when you contribute it, but contributions and earnings can be withdrawn tax-free as long as you're at least age 59 ½ at the time of the withdrawal and the money has been in your account for at least 5 years.

STAY UP-TO-DATE

Once your account is set up, you can make changes to your contributions and to your other preferences, including opting-out, any time at principal.com. Plus, Principal will send you tips to help you maximize your participation in the Knight-Swift Transportation Holdings, Inc. 401(k) Plan.

You are fully vested day one of your 401K contributions. The below vesting schedule refers to Knight's match contributions.

BENEFICIARY DESIGNATION

Login to principal.com or call **800-547-7754** to designate or update your beneficiary!

VESTING SCHEDULE

Employee Contributions via payroll deduction are 100% vested immediately.

Knight's Matching Contributions vesting is based on your years of service:

MATCHING CONTRIBUTIONS VESTING SCHEDULE	
YEARS OF SERVICE	VESTED PERCENTAGE OF MATCH
Less than 1 year	0%
1 year	20%
2 years	40%
3 years	60%
4 years	80%
5+ years	100%

Retirement Readiness: [Retirement Wellness Planner](#)

Education and Insight: [Build Your Knowledge](#)

ROTH CONTRIBUTIONS

ARE THEY RIGHT FOR YOU?

"Roth contributions" might be one of those terms that you've heard before but aren't sure what it means. Based on your current retirement plan situation, they could help you get more out of your savings when you retire.

Roth contributions might be right for you, if you:

- Are a consistent saver.
- Are on track to exceed your estimated retirement needs.
- Can't participate in a Roth IRA.
- Think your income tax rate will be higher in retirement than it is now.

ARE ROTH CONTRIBUTIONS DIFFERENT FROM REGULAR CONTRIBUTIONS?

Regular contributions to your 401(k) or 403(b)

- You **don't** pay income taxes on the money when you contribute.
- You **do** pay income tax when you withdraw it.
- May be better if you think your tax rate will go down when you retire.

Roth contributions

- You **do** pay income tax on the money when you contribute it.
- You **don't** pay income tax when you withdraw it, as long as you're at least age 59 ½, and the money has been in your account for at least five years.
- May be better if you think your tax rate will be higher when you retire.

PAY TAXES NOW OR LATER?

Figuring out whether you'll pay more taxes now or when you retire can be tricky. However, as long as your employer's plan allows it, you can make a combination of both regular and Roth contributions to help balance out what you owed.

We can help. Call **800.547.7754**.

Enroll in your 401(k) at:

secure05.principal.com/retirement/enroll/

Need help? Call

800.547.7754

Mon through Fri, 7am - 9pm CT

