



Nyob zoo txog cov uas muaj feem xyuam,

Peb tau ua zoo kom peb yog tus tswv dej num uas neeg xaiv, Americold tau tso siab uas muab Tes Dej Num Kiab Khw Yuav Cov Neeg Ua Hauj Lwm (Employee Stock Purchase Program - ESPP) nyob rau xyoo 2021. Qhov txiaj ntsim no yuav tso cai rau cov muaj feem xyuam thoob plaws qab ntuj yuav tuam txhab li kiab khw (stock) uas yog luv nqi. Koj qhov kev koom nrog nyob rau hauv lub phiaj xwm no yog yus yeem yus thiab koj xaiv txog seb yuav koom li cas thiaj zoo tshaj plaws rau koj.

Cov ntaub ntawv xa tuaj ua ke no koj yuav pom kev qhia me ntsis txog ESPP. Ib qho ntxiv, Muaj Cov Lus Nug Teb uas kheev hom nug nyob rau www.americold.com/associates-resources. Thov ua twb zoo ntsuam xyuas cov ntaub ntawv no.

Kev koom nrog, koj yuav tau tso npe nyob rau hauv ESPP nua sij hawm muaj kev sau npe nkag. **Peb thawj nua kev sau npe yuav yog pib 12:00 Teev Sawv Ntxov EST lub Kaum Ob Hlis tim 1 txog 11:59 Tsaus Ntuj EST lub Kaum Ob Hlis tim 15.**

Peb tau xaiv Fidelity Stock Plan Services (Fidelity), yog ib feem ntawm Fidelity Investments®, uas yog cov muab kev pab cuam tuav tswj rau peb lub ESPP.

Ua ntej sau npe, koj yuav tsum:

- Nkag mus rau hauv NetBenefits.com thiab ua raws cov kauj ruam kev sau npe thaum uas nua kev sau npe pib lawm. Koj yuav tau siv koj tus naj npawb social security txhawm rau nkag mus.
- Koj yuav tau xaiv cov nyiaj uas koj muaj cai them txhawm rau kom txiaiv los ntawm txhua daim txhev them nyiaj.
- Cov nyiaj txiaiv ntawv tom qab yuav siv los yuav share ntawm Americold lub kiab khw uas yog luv nqi 15%, uas yog yuav muab tso rau koj tus avkhauj Fidelity.

Yog koj muaj lus nug txog cov kauj ruam kev sau npe, thov tiv tauj ib tug sawv cev Fidelity Stock Plan Services ntawm 800-544-9354.

Sau npe,

Koj Pab Pawg Pab Cuam Americold