



Plan Highlights

Eligibility	18 years old and 12 months of service.
Entry Dates	Quarterly – 1/1, 4/1, 7/1, & 10/1
Employee Contributions	1-100% of pay up to the maximum of \$20,500 in 2022
	Employee catch-up contributions allowed for participants 50 or older
	(extra \$6,500 for a total contribution of \$27,000 in 2022)
	*Able to change contribution amount each quarter
Employer Contributions	Discretionary match \$1.00 for \$1.00 up to 4% of pay.
Vesting	Vesting starts on date of hire.
	Employer match vesting schedule as follows:
	Year 2 20%
	Year 3 40%
	Year 4 60%
	Year 5 80%
	Year 6 100%
Withdrawals	May be made for the following reasons:
	Death
	 Disability
	 Normal Retirement age of 62
	 Termination of Employment
	 Rollover Contributions
	 Age 59 ½ - 100% vested amounts
	Qualified Financial Hardship
Hardships	A hardship distribution may be taken only from employee deferrals
	for the following reasons:
	Family Medical Expenses
	College Tuition
	Purchase of a primary residence
	Prevent eviction from a primary residence
	Funeral Expenses
	 Home Repairs due to a catastrophic event
Loans	Not allowed

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