

# 401(k) Retirement Plan

Saving for retirement is easy when you participate in the 401(k) Retirement Plan. Your contributions go in tax-free and grow tax-free, and are taxed only when funds are withdrawn.

The IRS limits the maximum amount you can contribute to your 401(k). For 2021, that limit was \$19,500. You could also contribute up to \$6,000 in make-up contributions if you were over age 50. When 2022 limits are confirmed later this year, you'll be notified. Please keep those amounts in mind as you plan your contributions. You can start or stop contributing or change your contribution amount once per pay period.

Salem Health helps you save for the future by providing two types of contributions: a matching contribution and experience contribution. You are eligible for the matching contributions after you complete one year of service. The matching contribution depends on how much you save in the plan.

Matching contributions		
Your contribution	Salem Health contribution	Vesting
1% of pay	1% of pay	Always 100% vested
2% of pay	2% of pay	
3% of pay	3% of pay	
4% of pay	3.5% of pay	
5% or more of pay	4% of pay	

In addition to the matching contribution, Salem Health provides an experience contribution based on your Years of Benefit Service if you are participating in the plan.

Experience contributions		
Your years of Benefit Service	Salem Health contribution	Vesting
1 – 4 years	1.5% of pay	20% per year for 5 years
5 – 9 years	2.5% of pay	
10 – 14 years	3.5% of pay	
15 years or more	4.5% of pay	

You must defer at least 1% into your account in order to receive the Match and Experience contributions.

Visit <http://sphome.phhservices.org/hr/Pages/Benefits/Retirement-Planning.aspx> for details about the plan.



## Take Care of You

- Have I met with a Fidelity Retirement Planner?
- Am I deferring a minimum of 5% to take full advantage of employer contributions?
- Log into [NetBenefits](#) to update your beneficiary.