

**2023 Benefits Open Enrollment**  
**Monday, November 14, 2022, 8:00 am PST**  
**through**  
**Friday, November 18, 2022, 5:00 pm PST**

# Overview



## What you need to know

This year is an **“active”** enrollment, meaning you must go into Paycom to elect your benefits. If you don’t, your coverage will default to the employer-paid Life & AD&D . Since voluntary life, disability, accident, critical illness and hospital indemnity has moved to The Hartford, you will also need to enroll in those coverages.

You will be enrolled in the plans you select for the 2023 calendar year and cannot change the elections unless you experience a qualified life event which includes marriage, divorce, a new child (by birth or adoption), or gain/loss of coverage under a different benefit plan

- Please contact Human Resources to determine if a family status change qualifies under the Plan document and IRS regulations

## What you need to do

- Review the plan summaries and program flyers available to you on Paycom to determine the best benefits for you and your family
- Log into Paycom at <https://www.paycomonline.net/v4/ee/web.php/app/login> and enroll in benefits by the deadline
- For Power Plus 401(k), please use <https://nb.fidelity.com/public/nb/default/home> for any changes.
- If you have questions, reach out to Human Resources ([nvilla@powerplus.com](mailto:nvilla@powerplus.com) or 714-507-1875)

## 2023 Benefits Open Enrollment

Monday, November 14, 2022, 8:00 am PST – Friday, November 18, 2022, 5:00 pm PST



# Aetna Medical, Dental and Vision



| 2023                            | Medical, Dental and Vision   |
|---------------------------------|--|
| <b>What is staying the same</b> | Same suite of medical, dental and vision plans, from regional HMOs in CA, AZ, NV, and TX, FL to national OAMC PPO and OAMC HDHP w/HSA plans  |
| <b>What is changing</b>         | <p><b>Plan Designs:</b> There will be no medical, dental or vision plan design changes this year.</p> <p><b>Employee Premium Contributions:</b> Medical employee contributions for 2023 will increase by 3%. On average, that could mean about \$2-\$3 dollars per paycheck for employee only coverage, \$6-\$8 for employee and spouse or children and \$10-\$12 for family coverage</p> <p>Dental employee contributions will increase or decrease depending upon which plan you are enroll in. The Dental PPO plan will decrease by 2.7% and the Dental HMO plan will increase by 1.7%. Overall, the increases and decreases are less than \$1 per paycheck.</p> <p>Vision employee contributions will remain the same.</p> <p>Also starting in 2023, Power Plus will have a new Flexible Spending Account administrator, WEX Health.</p> |



# The Hartford

Group Accident

Critical Illness

Hospital Indemnity

Voluntary Short Term Disability

Basic and Voluntary Term Life / AD&D

## Company Paid Basic Term Life with AD&D Insurance



Can provide money for your family if you die or are diagnosed with a terminal illness.

### How does it work?

- You keep the coverage for a set period of time, or “term.” If you die during that term, the money can help your family pay for basic living expenses, final arrangements, tuition and more.
- AD&D Insurance is also available, which can pay a benefit if you survive an accident but have certain serious injuries.

### Life and AD&D Benefit:

- **Employee Life benefit:** 1 times your earnings up to a maximum of \$400,000
- **Employee AD&D benefit:** 1 times your earnings up to a maximum of \$400,000

### Age reduction:

65% at age 65; 50% at age 70

### What else is included?

**Ability Assist Counseling Services** – provides access to Master’s degree clinicians for 3 face-to-face visits per occurrence per year for emotional concerns and unlimited phone consultations for financial, legal and work-life concerns.

**Travel Assistance**– One phone call gets you and your family immediate help anywhere in the world, as long as you are traveling 100 or more miles from home.

**A “Living” Benefit** – if you are diagnosed with a terminal illness with less than 12 months to live, you can request 80% of your life insurance benefit while you are still living.

**Waiver of Premium** – your cost may be waived if you are totally disabled for a period of time

**Portability** – you may be able to keep coverage if you leave the company or retire.



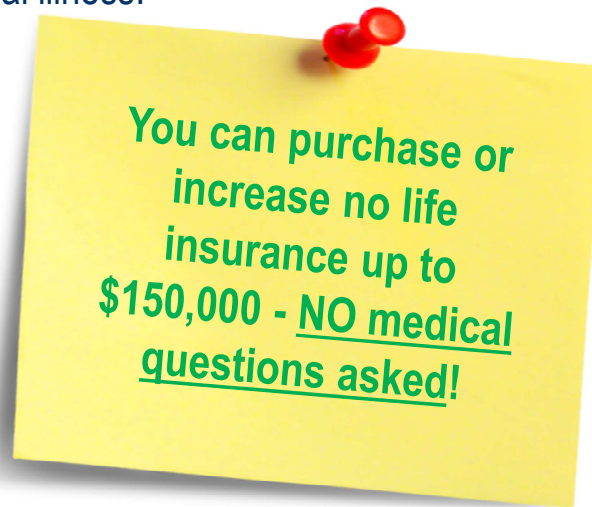


## Voluntary Term Life and Accidental Death & Dismemberment (AD&D)

Can provide money for your family if you die or are diagnosed with a terminal illness.

### How does it work?

- You choose the amount of coverage that's right for you, and you keep coverage for a set period of time, or "term".
- If you die during that term, the money can help your family pay for basic living expenses, final arrangements, tuition and more.
- Included: Living Benefit, Waiver of Premium and Portability
- **AD&D Insurance is also available**, which pays a benefit if you survive an accident but have certain serious injuries. It pays an additional amount if you die from a covered accident.



### Who can get Supplemental Term Life and AD&D coverage?

**YOU:** Choose from \$10,000 to \$500,000 in \$10,000 increments, up to 5 times your earnings. *If you are newly eligible or previously purchased coverage, you can get up to \$150,000 guaranteed issue with no medial questions.*

**YOUR SPOUSE:** Get up to \$500,000 of coverage in \$5,000 increments. Spouse coverage cannot exceed 100% of the coverage amount you purchase for yourself. *If you are newly eligible or previously purchased coverage for your Spouse, you can get up to \$25,000 guaranteed issue with no medial questions.*

**YOUR CHILDREN:** Get up to \$10,000 of coverage in \$2,000 increments, if eligible. One policy covers all of your children until their 26<sup>th</sup> birthday. The maximum benefit for children – live birth to 6 months is \$1,000.

### IMPORTANT: Evidence of Insurability (EOI) required for amounts greater than the "guaranteed issue" (GI) or for late entrants

- You will not be charged for increases in coverage above the GI until you are approved
- To receive approval, you must follow the EOI process in its entirety. Contact your HR rep for more details

No medical questions required for AD&D coverage. **Delayed Effective Date:** If you spouse or child has a serious injury, sickness, or disorder, or is confined, their coverage may not take effect. Payment of premium does not guarantee coverage. Please refer to your policy contract or see your plan administrator for an explanation of the delayed effective date provision that applies to your plan.



# Individual Short Term Disability

If you live outside of CA and do not have access to state-mandated disability insurance, The Hartford's STD plan is an important option to consider.



*Can replace a portion of your monthly income if you have a covered disability that keeps you from working*

## How does it work?

If you become sick or injured and can't work, this insurance can replace part of your income while you recover. As long as you remain disabled, you can receive payments for up to 6 months depending on the plan you choose.

## Why is this coverage so valuable?

You can use the money however you choose. It can help you pay for your rent or mortgages, groceries, out-of-pocket medical expense and more.

## How much coverage can I get?

- 30% of weekly earnings, up to \$2,000 maximum (CA)
- 40% of weekly earnings, up to \$1,540 maximum (non-CA) **NEW**

## Elimination Period and Benefit Duration:

- Benefits commence on the 8<sup>th</sup> day of injury or sickness
- Choose either a 26 week or 52 week duration
- 3/12 pre-existing condition limitation\*

\*Pre-existing conditions: Benefits for a disability due to a pre-existing condition will not be paid if that disability begins within 3 months of your coverage effective date. A pre-existing condition is defined in the policy as a condition for which symptoms existed that would cause a person to seek treatment from a physician or for which they were treated or received medical advice from a physician, or took medicine, within 12 months before the coverage effective date. Review your policy as this exclusion may not apply.

Consider your monthly expenses

|  |  |          |
|--|--|----------|
|  | Food   | \$ _____ |
|  | Transportation<br>(gas, car payments, repairs) | _____    |
|  | Child care/elder care                          | _____    |
|  | Mortgage/rent                                  | _____    |
|  | Utilities<br>(electric, water, cable, phone)   | _____    |
|  | Medical costs<br>(co-pays, medications)        | _____    |
|  | Insurance<br>(health, life, car, home)         | _____    |
|  | Total monthly expenses                         | \$ _____ |



## Ability Assist Counseling and Other Services

### FREE Resource for Power Plus Employees & Family Members



- ✓ **Ability Assist<sup>®1</sup> Counseling Services** provides access to Master's degree clinicians for 24/7 assistance if you're enrolled in our life plan. This includes 3 face-to-face visits per occurrence per year for emotional concerns and unlimited phone consultations for financial, legal, and work-life concerns.

For more information on Ability Assist<sup>®</sup> Counseling Services:

Call 1-800-964-3577

Visit [www.guidanceresources.com](http://www.guidanceresources.com)

Company name: **Abili** Company ID: **HLF902**

- ✓ **HealthChampion<sup>SM5</sup>** offers unlimited access to benefit specialists and nurses for administrative and clinical support to address medical care and insurance claims concerns if you're enrolled in our life plan. Service includes: claims and billing support, explanation of benefits, cost estimates and fee negotiation, information related to conditions and available treatments, and support to help prepare for medical visits.

For more information on HealthChampion<sup>SM</sup> Services

Call 1-800-964-3577

Visit [www.guidanceresources.com](http://www.guidanceresources.com)

Company name: **Abili** Company ID: **HLF902**

- ✓ **Travel Assistance<sup>6</sup>** is available when traveling more than 100 miles from home and for 90 days or less. Services include but are not limited to:
  - Medical assistance, including worldwide medical referrals, medical monitoring, prescription transfer, replacement of medical devices and corrective lenses.
  - Emergency transports, medical repatriations and evacuations and repatriations of mortal remains.
  - Pre-trip information, lost luggage/document assistance and legal referrals.

#### Other services from The Hartford include:

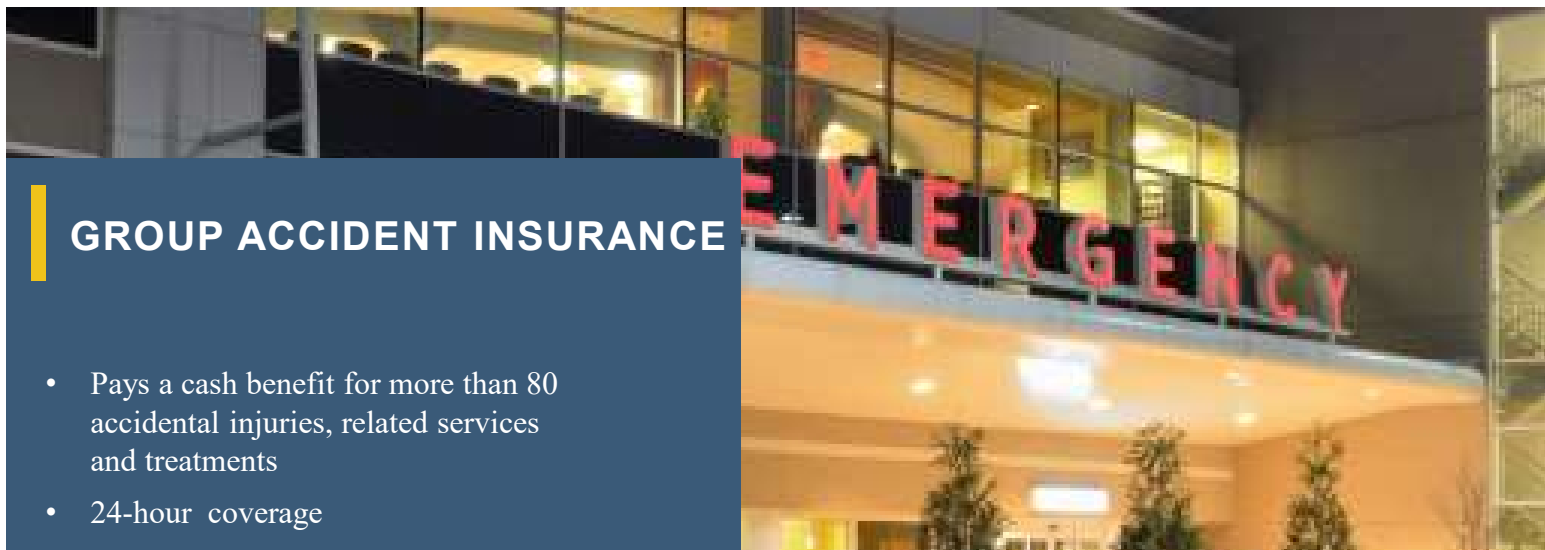
- Beneficiary Assist Counseling Service
- Estate Guidance Will Services
- Funeral Concierge Services
- Identity Theft Services







| COVERAGE THAT COUNTS: AFFORDABLE PROTECTION



## GROUP ACCIDENT INSURANCE

- Pays a cash benefit for more than 80 accidental injuries, related services and treatments
- 24-hour coverage
- As an employee, you and your family are eligible for coverage
- Guaranteed coverage and portable – you can take it with you if you leave your employer

Each year, Americans make

**40 million**  
injury-related visits to  
the emergency room.<sup>1</sup>

The ACCIDENT POLICY IS A LIMITED ACCIDENT ONLY BENEFIT POLICY. This limited benefit plan (1) does not constitute major medical coverage, and (2) does not satisfy the individual mandate of the Affordable Care Act (ACA) because the coverage does not meet the requirements of minimum essential coverage. In New York: This Accident policy provides ACCIDENT insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Department of Financial Services. IMPORTANT NOTICE—THIS POLICY DOES NOT PROVIDE COVERAGE FOR SICKNESS.

<sup>1</sup> FastStats Emergency Room Visits, CDC 2017, <https://www.cdc.gov/nchs/fastats/emergency-department.htm>, viewed on 9/11/20

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COVERAGE THAT COUNTS: AFFORDABLE PROTECTION

### BENEFITS OVERVIEW

#### Emergency, Hospital & Treatment Care Benefits

- \$1,000 Hospital Admission
- \$150 Emergency Room
- \$75 Physician Office Visit

#### Surgery Benefits

- \$200 Concussion
- Up to \$20,000 for severe burns
- \$2,000 Abdominal/Thoracic

#### Catastrophic Benefits

- \$50,000 Accidental Death
- \$10,000 Coma
- Up to \$50,000 Paralysis Benefit

#### Health Screening Benefit

\$50 once per year for each covered person

## VALUE ADDED BENEFITS

ABILITY ASSIST AND HEALTH CHAMPION INCLUDED





| COVERAGE THAT COUNTS: AFFORDABLE PROTECTION

## CRITICAL ILLNESS INSURANCE

- Pays a lump sum cash benefit when diagnosed with a covered illness
- Use the cash for whatever you want
- Guaranteed coverage and portable – you can take it with you if you leave your employer<sup>2</sup>

THIS POLICY PROVIDES LIMITED BENEFITS FOR SPECIFIED DISEASES ONLY. This limited benefit plan (1) does not constitute major medical coverage, and (2) does not satisfy the individual mandate of the Affordable Care Act (ACA) because the coverage does not meet the requirements of minimum essential coverage. In New York: This policy provides limited benefits health insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Department of Financial Services.

# 66.5%

of all bankruptcies are tied to medical issues.<sup>1</sup>

<sup>1</sup>Medical Bankruptcy: Still Common Despite the ACA. Journal of Public Health, February 2019, <https://ajph.aphapublications.org/doi/10.2105/AJPH.2018.304901> viewed on 9/11/20

<sup>2</sup>This policy is guaranteed issue, but may contain a Pre-existing Condition Limitation. For more information on plan limitations and exclusions, such as Pre-Existing Conditions, please speak with your HR Specialist.

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| COVERAGE THAT COUNTS: AFFORDABLE PROTECTION

### STANDARD COVERED ILLNESSES

#### Cancer Benefits & Expanded Cancer Benefits

- Invasive Cancer
- Non-invasive Cancer
- Benign Brain Tumor
- \$500 Skin Cancer

#### Vascular Benefits

- Heart Attack
- Coronary Artery Bypass
- Stroke and more

#### Other Benefits

- Major Organ Transplants
- Paralysis
- Coma and more

#### Neurological Benefits

- Parkinson's
- Alzheimer's
- ALS

### COVERAGE OPTIONS

- EMPLOYEES: \$10,000 OR \$20,000
- SPOUSES: 50% OF EMPLOYEE'S COVERAGE AMOUNT
- CHILDREN: 50% OF EMPLOYEE'S COVERAGE AMOUNT

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| COVERAGE THAT COUNTS: AFFORDABLE PROTECTION

## HOSPITAL INDEMNITY INSURANCE

- Pays a lump sum cash benefit for a hospital stay and a daily hospital confinement benefit
- Use the cash for whatever you want
- No benefit reduction because of your age

THIS IS A HOSPITAL CONFINEMENT INDEMNITY POLICY. THE POLICY PROVIDES LIMITED BENEFITS. This limited benefit plan (1) does not constitute major medical coverage, and (2) does not satisfy the individual mandate of the Affordable Care Act (ACA) because the coverage does not meet the requirements of minimum essential coverage. In New York: This policy provides limited benefits health insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Department of Financial Services.

# \$30,000

The average cost of a 3-day hospital stay is around<sup>1</sup>

<sup>1</sup>U.S. Centers for Medicare and Medicaid Services, <https://www.healthcare.gov/why-coverage-is-important/protection-from-high-medical-costs/> (viewed on 9/11/20)





| COVERAGE THAT COUNTS: AFFORDABLE PROTECTION

### BENEFIT OVERVIEW

#### Lump Sum Cash Benefit for a Hospital Stay

Choose either:

- \$500
- \$1,000

#### Daily Confinement Benefit

- Additional \$100 per day up to 360 days/year

#### Other Benefits

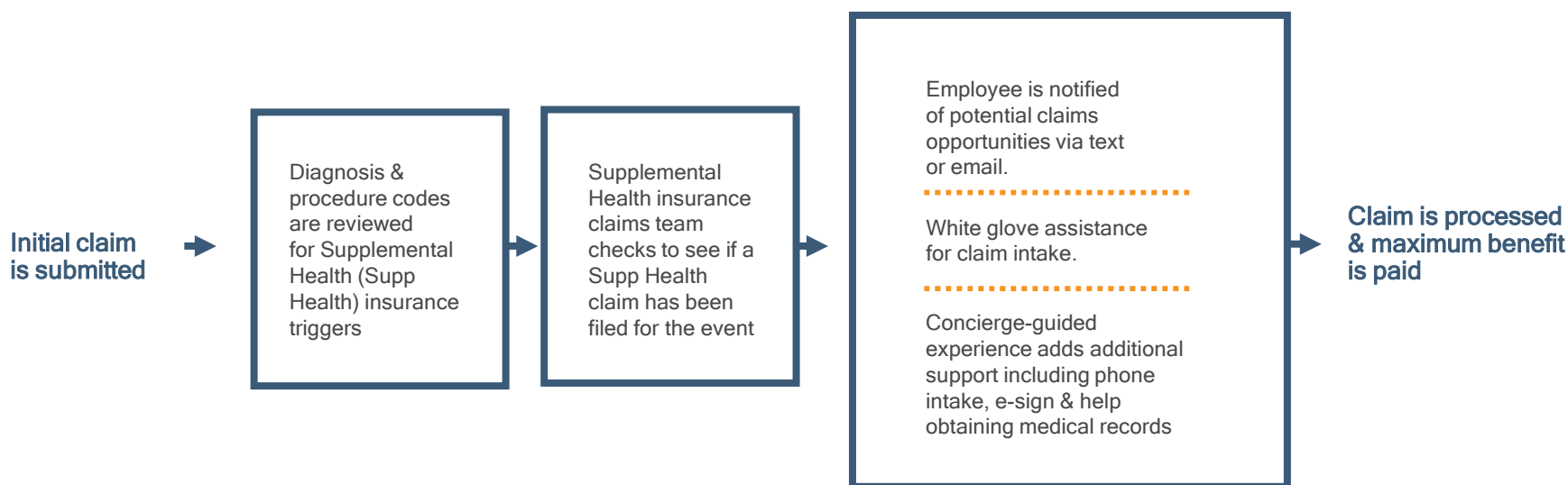
- The cash can be used for whatever you choose – medical bills that health insurance doesn't cover or everyday household costs
- No age-based rate reductions – it doesn't cost you more as a result of your age





## Maximized Payouts With Integrated Claims

Leveraging claims data ensures your employees receive the most from their benefits.



Note: Each service level is case-specific and includes Logical Claims Processing for added efficiency.

Supplemental Health products (Accident, Critical Illness and Hospital Indemnity) are independent and do not coordinate with any other health coverage.

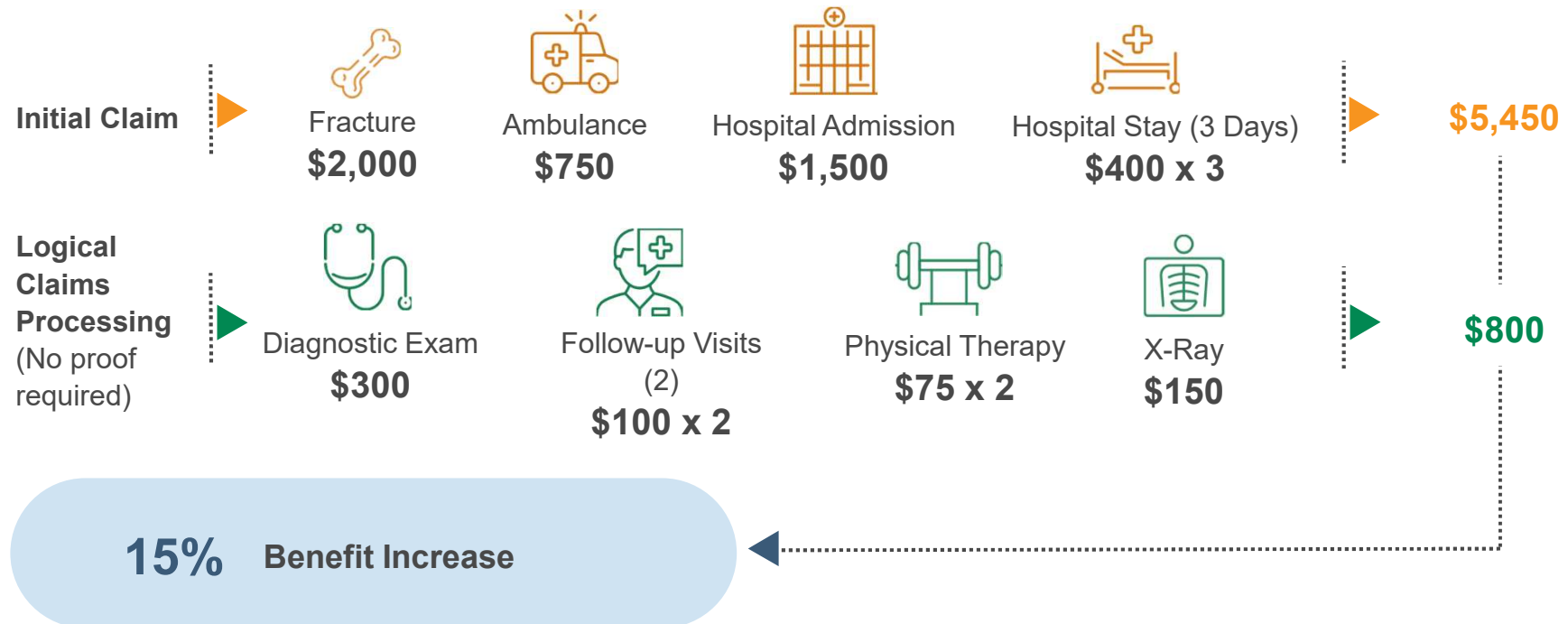
For Workers' Compensation (WC) we utilize injury/illness and treatment to identify eligible claims. SMS text for participant communications, auto-submission and auto-adjudication are not available with this data option.





## Logical Claims Processing Example – Accident Insurance

### Qualifying Event: Fracture



Hypothetical Example for Illustrative Purposes Only. Benefit payment amounts are based on the Accident mid-level plan design option.

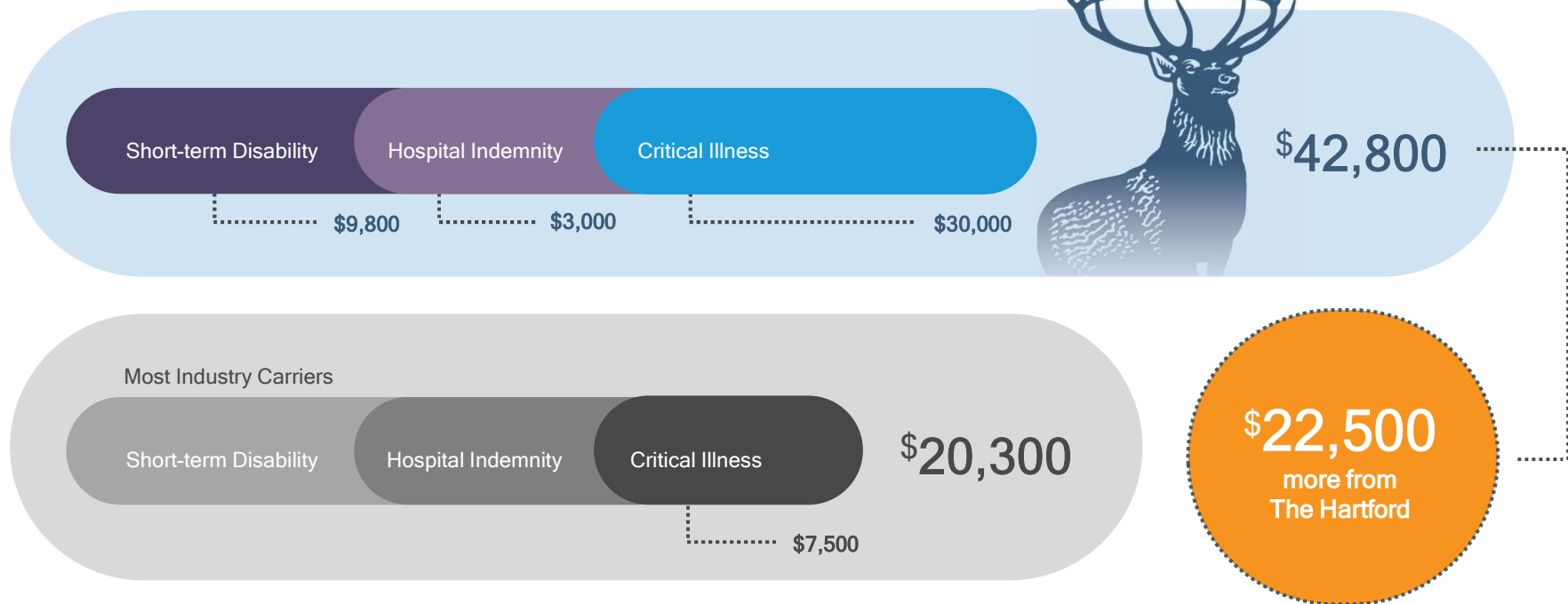
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## Our Benefits in Action – Breast Cancer Diagnosis



Hypothetical example based on an employee earning \$60,000 per year. Supplemental Health insurance estimates are based on "High" plan benefits and amounts. Actual results may vary by plan and not all benefits are offered in all states. Benefit amounts used in this comparison for STD and Hospital Indemnity are comparable to The Hartford. Comparison for Critical Illness benefit amounts is based on current industry carrier product filings and marketing/enrollment material as of 9/1/2020.

<sup>1</sup> Coverage may vary by state.

<sup>2</sup> This plan design was designed to be compatible with Health Savings Accounts (HSAs). Please consult your tax and legal advisors to determine which supplemental benefits may be purchased by employees with an HSA.

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# WEX is the New FSA Administrator for 2023

WEX will be replacing Health Equity/WageWorks as the administrator of Power Plus' Health Care and Dependent Care FSA

If you decide to participate in a FSA for 2023



- You will have a new medical care FSA maximum
- WEX debit card for health care purchases
- Choice of methods in filing claims
- Choice in getting payments
- New mobile app in which you can file claims and take control of your FSA account



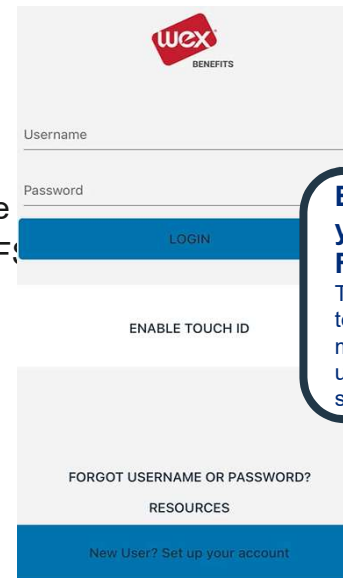
# WEX FSA

- Flexible Spending Accounts (FSA) provide a great way to set aside tax-free money to pay for eligible health or dependent care expenses for the plan year January 1 – December 31, 2023
- The money you contribute is withheld from each paycheck before taxes which lowers your taxable income and means you pay less taxes

|                              | HEALTH CARE<br>FLEXIBLE SPENDING ACCOUNT  | DEPENDENT CARE<br>FLEXIBLE SPENDING ACCOUNT   |
|------------------------------|---|---|
| <b>Eligible participants</b> | Enrolled in an Aetna HMO or OAMC POS plan ( <b>cannot</b> be enrolled in the Aetna Minimum Value HSA OAMC); Enrolled in other (non-HSA) health insurance outside of Power Plus  | All benefit eligible employees.   |
| <b>Eligible expenses</b>     | Eligible medical, dental and vision expenses including deductibles, office copays, prescription costs, and over the counter items such as aspirin, cough medicine, sunscreen, band aids, feminine products, and more.<br><br>For more information refer to IRS Publication 502. | Expenses for dependent child/elder care for tax eligible dependents that allow you and/or your spouse or domestic partner to work (e.g., daycare, preschool, before- and after-school care, summer camp, and elder care). |
| <b>How the FSA is funded</b> | You can make paycheck contributions up to <b>\$3,050</b> per year.  | You can make paycheck contributions up to <b>\$5,000</b> per year per household to use for qualified dependent care or elder care expenses.   |
| <b>Grace Period</b>          | You will have until mid-March to incur a claim from the previous plan year. For 2023, you have until March 15, 2024; you must submit your claims to WEX by March 31, 2024 for reimbursement.  | Same as health care FSA,  |

# WEX FSA

- **Using your Flexible Spending Accounts**
  - Your full annual healthcare election is available
  - You will receive a debit card loaded with your FSA funds for use at your vision provider, drug store, pharmacy, etc..
- **Benefits Debit Card**
  - Complimentary WEX Benefits debit card
  - Minimize the amount of out-of-pocket spending
  - Valid for 4 years
  - Direct access to FSA funds
- **Claim Filing Options**
  - Mobile app, online account or manual claims
  - Processed within two business days
  - Receipts may be requested by WEX for documentation
- Choose direct deposit or paper check
  - Direct Deposit – FREE
  - \$25 minimum reimbursement for paper checks



## Easily track and manage your FSA via the mobile app

The WEX benefits mobile app was built to provide a consistent, simple, and modern experience. And when you're using a desktop, you can expect the same user-friendly experience.





# Contact Participant Services

Our Participant Services team is available Monday through Friday, from 6 a.m. to 9 p.m. CT, except holidays.



**Live Chat**



**Email**

[customerservice@wexhealth.com](mailto:customerservice@wexhealth.com)



**Phone**

Current WEX participants: 866-451-3399  
New to WEX: 844-561-1337





# Allstate Identity Protection



## With Allstate Identity Protection Pro Plus you'll be able to

-  See and control your personal data with our unique tool, Allstate Digital Footprint™
-  Monitor social media accounts for questionable content and signs of account takeover
-  Check your identity health score
-  View and manage alerts in real time
-  Catch fraud at its earliest sign with tri-bureau monitoring and an annual tri-bureau credit report and score
-  Lock your TransUnion credit report in a click and get credit freeze assistance
-  Get help disputing errors on your credit report
-  See if your IP addresses have been compromised
-  Receive alerts for cash withdrawals, balance transfers, and large purchases
-  Get reimbursed for fraud-related losses like stolen 401(k) & HSA funds or fraudulent tax returns with our \$1 million identity theft insurance policy†
-  Protect yourself and your family (everyone that's "under your roof and wallet")\*

## Sign up during open enrollment

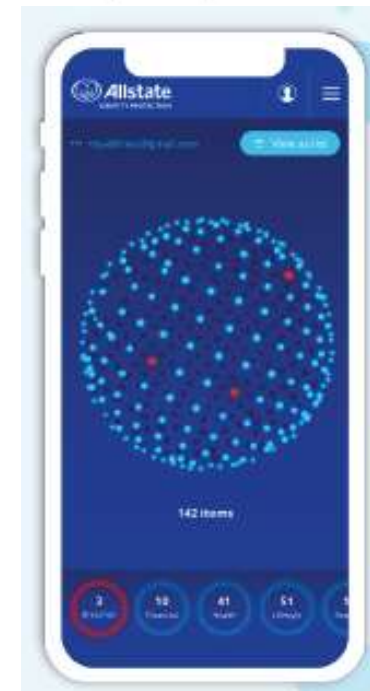
Questions? 1.800.789.2720  
www.myaip.com

Plans and pricing

### Allstate Identity Protection Pro Plus

\$9.95 per person / month

\$17.95 per family / month



## Allstate Identity Protection

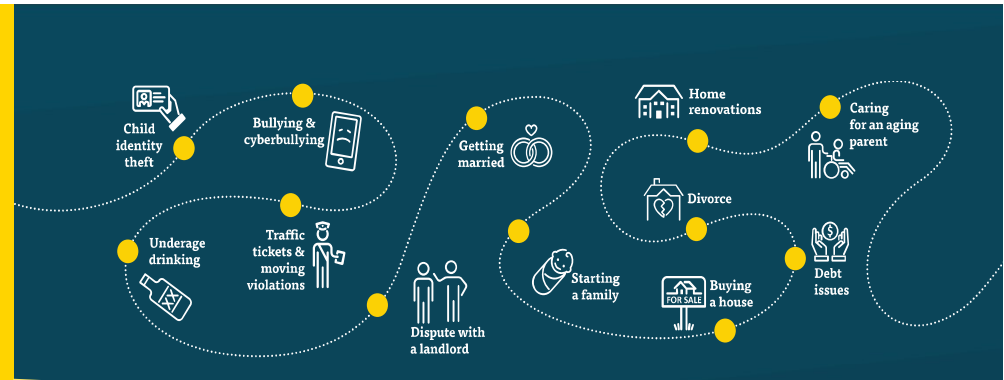
If you are currently enrolled, your account credentials (i.e., user name, password) will remain the same

Enroll at <https://www.paycomonline.net/v4/ee/web.php/app/login>



# ARAG gives you the confidence to address and resolve life's legal issues.

## Five Reasons to Rely on ARAG® Legal Insurance



# 1

It saves members time and money, **giving peace of mind** to handle the unexpected.

# 2

Network attorney fees are **100% paid in full** for most covered legal matters.

# 3

**Members choose** the local network attorney they want to work with.

# 4

A network attorney is only **a phone call away** for legal help and representation.

# 5

**DIY Docs® helps** members create a variety of legally valid documents.

*Learn more about ARAG*

Visit **ARAGLegal.com/plans** and enter access code **18505pp**

- or -

Call ARAG Customer Care at **800-247-4184**

Cost: \$20.75 per member per month



Limitations and exclusions apply. Depending upon a state's regulations, ARAG's legal insurance plan may be considered an insurance product or a service product. Insurance products are underwritten by ARAG Insurance Company of Des Moines, Iowa. Service products are provided by ARAG Services, LLC. This material is for illustrative purposes only and is not a contract. For terms, benefits or exclusions, contact us.

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# Nationwide Pet Insurance



## My Pet Protection coverage highlights

My Pet Protection is available in two reimbursement options (50% and 70%) so you can find coverage that fits your budget. All plans have a \$250 annual deductible and \$7,500 maximum annual benefit.

Coverage includes<sup>[1]</sup>:

- Accidents
- Illnesses
- Hereditary and congenital conditions
- Cancer
- Behavioral treatments
- Rx therapeutic diets and supplements
- And more

Every My Pet Protection policy also includes these additional benefits:

- Lost pet advertising and reward expense
- Emergency boarding
- Loss due to theft
- Mortality benefit



**Did you know?** Nationwide offers coverage for avian & exotic pets such as birds, rabbits, lizards and more

## Nationwide gives you more

### **vet**helpline<sup>®</sup>

- 24/7 access to veterinary experts (\$110 value)
- Available via phone, chat and email
- Unlimited help for everything from general pet questions to identifying urgent care needs

### Nationwide **PetRxExpress**<sup>™</sup>

- Save time and money by filling pet prescriptions at participating in-store retail pharmacies across the U.S.
- Rx claims submitted directly to Nationwide
- More than 4,700 pharmacy locations

## Enroll in Nationwide Pet Insurance

- <https://benefits.petinsurance.com/s-r-bray-llc>
- <https://www.petinsurance.com/employee-benefits/company-search/> and type in “S R Bray LLC”
- Call 877-738-7874 and mention you are a SR Bray LLC employee





## Enrolling in your benefits Instructions

- View plan options & costs and enroll yourself & family online at <https://www.paycomonline.net/v4/ee/web.php/app/login>
- Please remember this is an active enrollment and after November 18, you will not be able to enroll into benefits until next open enrollment or you have a qualifying life event.
- All benefit enrollment is done through Paycom with the exception of Pet Insurance. If you would like to enroll in Pet Insurance through Nationwide, you can click on:

<https://benefits.petinsurance.com/s-r-bray-llc>

### Take action!

Open Enrollment begins  
on Monday, **November 14**

Open Enrollment ends on  
Friday, **November 18**

### If you don't enroll by the deadline

- If you don't take any action by **5:00 pm PT** on November 18, **you will NOT be enrolled in coverage for 2023**. You must take action if you want to enroll or change your benefits
- Your next chance to change your benefits will be the next Open Enrollment in 2023 for the 2024 plan year unless you experience a qualifying life event
  - Qualifying life event includes marriage, divorce, birth, adoption, or a change in your or your spouse's employment status that affects your benefits eligibility
  - Reminder: you must make your changes within 30 days of the qualifying life event



## Understanding Your Retirement Plan

As of 06/01/2022:

|                         |   |
|-------------------------|---|
| ELIGIBILITY:            | 2 months of service   |
| ENTRY DATE:             | Immediate   |
| AUTOMATIC ENROLLMENT:   | Automatic Enrollment at 3% with an annual increase of 1% up to 10%  |
| CONTRIBUTION MAXIMUM:   | Up to 80% of your pay or up to \$20,500 (2022 IRS maximum)          |
| CATCH-UP CONTRIBUTIONS: | Up to \$6,500 (2022 IRS maximum) over age 50                        |
| IN-SERVICE WITHDRAWALS: | In-service distributions are allowed after age 59.5                 |
| VESTING:                | Year 1: 0%; Year 2: 100%  |
| EMPLOYER CONTRIBUTION:  | Safe Harbor: \$1 per \$1 up to 1% and \$0.50 per \$1 on the next 5% |

## The Roth 401(k) savings feature

| Roth 401(k)  | Traditional 401(k)                              |
|--|---|
| After-tax contributions don't affect current taxable income  | Pretax contributions reduce taxable income      |
| Money grows tax deferred   | Money grows tax deferred                        |
| Distributions after age 59½, death or disability are tax free if account is held for 5 or more years | Distributions generally taxed as current income |

This slide is not intended to provide tax or legal advice and should not be relied upon as such. Any specific tax or legal questions concerning the matters described in this illustration should be discussed with your tax or legal advisor. Pensionmark Retirement Group does not provide tax or legal advice.

## Easily Schedule a One-On-One with a CFP Professional



David Vaughan, CFP, AIF, CPFA

Welcome to my scheduling page. Please follow the instructions to add an event to my calendar.

- Retirement Plan - General Questions
- 401(k) Enrollment
- Plan Investments - Guidance
- Other Financial Planning Topics
- Distribution Options
- Asistencia en Español?

# Questions?



**2023 Benefits Open Enrollment**  
**Monday, November 16, 2022, 8:00 am PST**  
**through**  
**Friday, November 20, 2022, 5:00 pm PST**