

Frontier Behavioral Health

Retirement Benefits

Your Retirement Planning Team:

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Retirement Plan Specialist

Staff:

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Northwestern Mutual is the marketing name for The Northwestern Mutual Life Insurance Company, Milwaukee, WI (NM) (life and disability insurance, annuities, and life insurance with long-term care benefits) and its subsidiaries. John Kip O Kelley is an Insurance Agent of NM and a Registered Representative of **Northwestern Mutual Investment Services, LLC** (NMIS) (securities), a subsidiary of NM, broker-dealer, registered investment adviser and member FINRA and SIPC. The products and services referenced are offered and sold only by appropriately appointed and licensed entities and Financial Representatives

Plan Basics – Employee Contributions

Employee Contributions

403(b) Investment Plan

If you normally work *LESS* than 20 hrs/wk, you are *NOT* eligible for the plan

If you normally work *AT LEAST* 20 hrs/wk, you *ARE* eligible upon **hire date**

Contributions come out of your paycheck

Automatic Enrollment: 3% of Pre-Tax Pay

Default Investment: Target Date fund nearest the year you turn age 65

Pre-Tax

YOU CHOOSE:

- ❖ Whole % or Whole \$ amount
- ❖ Save Pre-Tax or Roth
- ❖ Split contributions
between Pre-Tax and Roth
- ❖ Investments

After Tax
(Roth)

Plan Basics – Employee Contributions (cont.)

How much can I contribute?

- The **IRS sets limits** on how much you can contribute.
- The limits change each year
- For 2019 the limit is 100% of your paycheck, up to a maximum of:
 - \$19,000 *under age 50*
 - \$25,000 *over age 50 by 12/31/2019*

What if I want to make a change?

- You can **decrease** or **stop** your contribution at any time
- You can **increase** or **change** your contribution rate at any time.

How do I make these changes?

- All changes on your contributions can be made at any time.
- Changes can be made via:

Human Resources

OR

DayForce

Employer Contributions

Your company helping
your retirement

Employer Contributions – 403(b) Investment Plan

6
months of
work

500
hours of
service

19 hours/week



FBH makes an
**Employer Base
Contribution**

of
3%

of your pay

*You do NOT need to save in
the plan to receive this 3%*



If you are also
making
contributions,
FBH will make
a **dollar-for-
dollar match**
on the first

3%

*You can save more than
3%, but the max match is 3%*

Employer Contributions – 403(b) Investment Plan

An account is **created for you** on the first day of pay period **following eligibility**

*Funded with:
Employer contributions
and
Your contributions*



Employer Matching Contributions are subject to vesting:

0-1 years	0%
1 years	20%
2 years	40%
3 years	60%
4 years	80%
5+ years	100%

*Vesting begins from
your date of hire*



Employee and Base Contributions are always 100% vested

*These are your
contributions – you
always own them*