

Frequently Asked Questions

Contributions

1. Is there a limit on how much I can contribute to my account?

You may contribute from 1% to 80% (in 1% increments) of your eligible compensation up to the annual limit set by the Internal Revenue Code. Eligible compensation may include wages, overtime, bonuses and commissions.

2. Can I make pre-tax contributions and Roth contributions in the same year?

Yes. However, the maximum amount of combined pre-tax and Roth contributions to a plan cannot exceed the annual limit.

3. What are catch-up contributions?

If you will be at least age 50 by the end of the year, then you are entitled to contribute an additional "catch-up contribution." The contribution is intended to help eligible employees make up for smaller contributions made earlier in their careers. Catch-up contributions are made according to pre-tax and Roth contribution rates you have elected. See Annual Limits.

4. How often can I change my contribution rate?

You may change your contribution rate as often as you wish; the change will go into effect within 1-2 payroll periods. To change the contribution rate online, go to the Contributions tab. Remember, the rates you choose reflect the percentage of your gross compensation.

5. Are company contributions pre-tax or after-tax?

If your employer directs a contribution to your account - such as matching or profit-sharing - the contribution is made in pre-tax dollars and is directed to the investment funds you have elected or, if no investment elections have been made, to the plan's default investment fund(s). Both pre-tax contributions and Roth contributions are eligible for matching contributions up to the limit set by the company.