

## 401a\* Employer Contributions

**Basic 2.6%**  
of Eligible Wages

+ 1.5% contribution of eligible wages above the SSA Wage Limit (\$160,200 up to \$330,000 for 2023)

### Match 2%

50% of the first 4% of eligible contributions you make to the plan

\*Great Lakes and the Rocky Mountain Regions and HMA are different. Please see your AHRP representative for more details.

## The Necessities

You must be paid for a minimum of 1,000 eligible hours within a payroll year to receive BASIC employer contributions and have that year count for vesting. You will need 3 vesting years to become vested.

Last day work Rule: You must be employed on December 31 to receive the Basic Employer Contribution for the year.

To Learn more about your AHRP options, you can visit **AHRP.com** call **800-730-2477**

or

**Schedule a meeting with an onsite advisor**

How much is 4% of a \$50,000 salary?

Employer Basic 2.6%	*401(a)	\$1,300
Employee Contribution 4%	403(b)	\$2,000
Employer Match 2%	*401(a)	<u>\$1,000</u>
Total Annual Savings		\$4,300

\*Match applies to both Pre-tax and Roth

## 2023

**Contribution Limits** \$22,500  
Plus \$7,500 in the year you turn age 50+

## 403b Employee Contributions

4% of Salary can be matched at 50% up to a wage based maximum of \$330,000

## Contribution Types

Pre-Tax ● Roth ● After-Tax

## Automatic Enrollment

35 days after your hire date you will be automatically enrolled in the 403b plan at a **pre-tax savings rate of 4%** and invested in an age-based BlackRock LifePath fund closest to the age when you will turn age 65.