



THE OHIO MASONIC HOME

Plan Highlights

Eligibility:

Age: 18
Service: 90 days
Entry: Immediate

Automatic Enrollment:

3% of pretax compensation upon eligibility

Employee Contribution Types:

Participants may contribute up to \$18,000 in 2017 (\$24,000 if over 50 years old)

- Pretax – reduces taxable income now, pay taxes upon withdrawal at retirement

Employer Matching Contributions:

The Ohio Masonic Home will match employee contributions at a rate of 100% up to 4% contributed.

- Excluding on-call employees, weekend warriors, and temporary

Employer profit Sharing Contributions:

Discretionary

Vesting:

Employees are always vested in their own pretax and Roth contributions. For employer match and profit sharing contributions, an employee earns credit based on their years of services as follows:

Less than 1 year = 0%
2 years of service = 25%
3 years of service = 50%
4 years of service = 75%
5 years of service = 100%

Distributions:

Distributions from your account may be taken under the following circumstances:

- Normal Retirement Age which is 65
- Termination of Employment
- Death or Disability
- In-service at 59.5 years old
- Hardships

Investments*:

- Independent – select your own investments from a preselected fund menu
- Target Date Funds – default (T. Rowe Price)

*Please refer to your summary plan description, fee disclosure, prospectus, and plan website for details on investment options and fees associated with the plan