

HERITAGE BENEFITS

2026 Retirement Plan

Heritage offers a retirement plan through John Hancock to all employees who are at least 19 years of age. Deferrals are effective on the first of the month following 30 days of hire. Employees are eligible for the retirement plan the first of the month following 30 days. Entrance into the plan is done on a quarterly basis.

401K ELECTIVE DEFERRAL

All eligible employees will automatically be enrolled for 3% of their compensation through payroll deductions. Deferrals automatically increase 1% in the first payroll of each new year and thereafter until a maximum of 6% is reached. Employees have the ability to make changes at any point to this auto enroll/auto deferral increase.

ROTH ELECTIVE DEFERRAL

Heritage also offers a Roth IRA which allows you to make after-tax contributions and then get tax-free withdrawals when you retire. Employees have the ability to make changes at any point to their Roth IRA.

To review plan design, please see the Retirement Plan Summary Description at www.heritage1886.org/benefits.