HERITAGE BENEFITS

Retirement Plan

Heritage offers a retirement plan through John Hancock to all employees who are at least 19 years of age. Employees are eligible for the retirement plan the first of the month following 30 days. Enterance into the plan is done on a quarterly basis. Heritage match is 50% of each dollar contribute up to a maximum of 3% of your compensation

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 Reirement Plan Summary Description at www.heritage1886.org/benefits.