



401(k) Plan FAQs

When am I eligible to participate?

Once you have been with Glantz Design for 6 months, you are eligible to participate in the 401(k) plan.

What is the minimum I can contribute?

You can elect to contribute as little as 1% of your pay.

What is the maximum I can contribute?

You can elect to contribute as high a percentage as you want as long as you don't exceed the IRS limit of \$18,500 (2018).

How much does the company match?

Glantz Design will match your contributions dollar-for-dollar on the first 3% of your salary and 50-cents-on-the-dollar for the next 2% of your contributions. If you contribute 5% of your pay, Glantz Design will contribute 4%.

Is there a "Roth 401(k)" option?

Yes. You may elect for your contributions to be Roth 401(k) contributions, in which case you are paying tax on the money today, but will not pay tax when you take the money out.

NOTE: Glantz matching contributions are always Traditional (pre-tax).

If I leave the company, what portion of my 401(k) can I take to my new job?

Both your contributions AND the company contributions "vest" immediately. So, if you leave Glantz Design, you may take your entire 401(k) balance to your new job.

What happens to my Schwab SIMPLE IRA account?

After your SIMPLE IRA account has been open for 2 years, you may either

- a) continue to leave it there
- b) transfer it into your Glantz 401(k)
- c) roll it into an IRA (Individual Retirement Account)