



## **401(k) Plan FAQs**

### **When am I eligible to participate?**

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

### **How do I enroll?**

You will receive an email from PAi Sharebuilder 401k around your 6 months with Glantz Design. It is through their website that you enroll.

### **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 \$20,500 (2022).

### **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.

### **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.

**Please Contact Laura with questions: 773-456-3957**