

Plan Highlights

HWC Engineering Savings and Retirement Plan

Plan Eligibility & Entry

Eligibility Requirements

- All Sources: Age 21 & 1 month of service
- ER Nonelective: Employed last day of plan year

Entry Date: Monthly

Excluded Classes: Union, Nonresident Aliens & School Staff

Contributions

Deferral Types: Pre-Tax or Roth

Deferral Limit: 100% of your pay up to the following limits

- 2021 Contribution Limits
 - Elective Deferrals \$19,500
 - Catch-Up (50+) \$6,500

Auto-Enrollment

- You will be automatically enrolled at 6% of your pay unless you opt out prior to your entry date.

Auto-Increase

- Your deferral amount will automatically increase by 1% annually (max 10%) on 7/1, unless you opt out.

ER Match: 20% of deferrals

Rollover Contributions: Allowed

Contribution Changes: Any time

Vesting: Always 100% vested in deferrals

- ER Contributions: Effective 2/1/2021

Years	1	2	3
%	33	66	100

Fidelity Account Access

Website: www.NetBenefits.com

Phone: (800) 835-5097

Distributions

In-Service: 59 ½

Rollover Contributions: Any time

Benefit Events: Termination, Retirement, Disability, Death & Qualified Reservist

Loans: Allowed

Hardship: Allowed

Processing

Enrollment: Online

Beneficiaries: Online

Deferral Changes: Online

Distributions/Loans: Online

Financial Advisor

John Ludwig & LHD Retirement Team

Phone: (855) 250-9597 or (317) 705-2033

Fax: (317) 705-0621

Address: 250 W 96th St, Suite 350
Indianapolis, IN 46260

Website: www.LHDretirement.com



This Plan Highlights document is intended to provide you with a high-level overview of the features of your plan based on the most recently drafted plan document in our files. The Plan Highlights are not intended to replace your plan document or Summary Plan Description (SPD). If the provisions described in this document and the plan documents or SPD conflict, the provisions of the plan document and SPD govern.

Securities and advisory services offered through LPL Financial, a registered investment advisor, Member FINRA/SIPC.