

## Trinity Health 403(b)/401(k) Retirement Savings Plan Projected Employer Matching Contribution Worksheet for 2010

Follow these five steps to project your total employer matching contribution for 2010 and estimate how much you need to save to reach the goal to receive Trinity Health's maximum matching contribution for 2010. You may need to contribute more to the Plan to meet your retirement savings goals.

**Step 1:** Enter Your Estimated Compensation you are expected to earn from 7/1/10 through 12/31/10.

↓			
\$	X	.03	=
Your Estimated Compensation from 7/1/10 to 12/31/10 (maximum \$122,500)		Maximum Employer Matching Contribution Percent	\$
			Maximum 2010 Employer Matching Contribution*

**Step 2:** Enter the amount from the last box in Step 1.

↓			
\$	-	\$500	=
Maximum 2010 Employer Matching Contribution		100% Match	\$

**Step 3:** Enter the amount from the last box in Step 2.

↓			
\$	X	2	=
Remaining Employer Matching Contribution		50% Match	\$

**Step 4:** Enter the amount from the last box in Step 3.

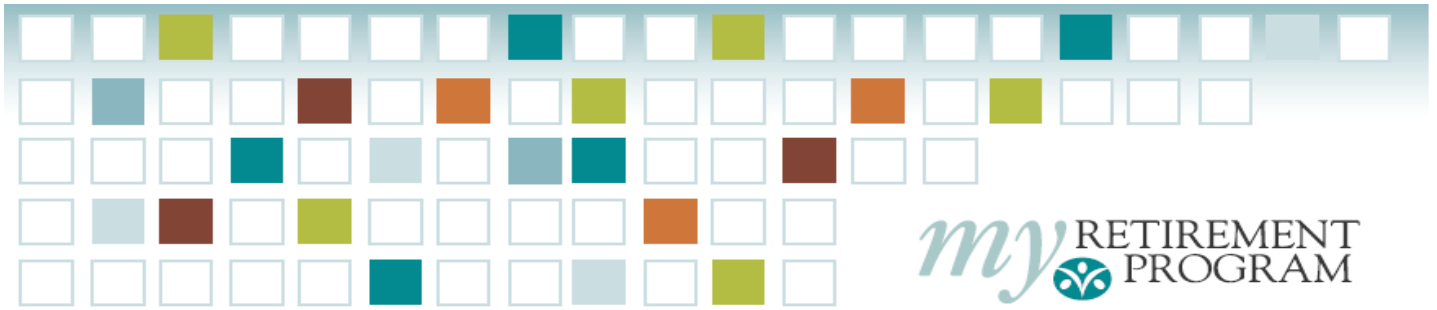
↓			
\$	+	\$500	=
Your 2010 Contribution to Receive 50% Match		100% Match	\$
			Your Total 2010 Contribution Needed To Receive Maximum Employer Matching Contribution*

**Step 5:** Enter the amount from the last box in Step 4.

↓			
\$	÷	\$	=
Your Total 2010 Contribution Needed To Receive Maximum Employer Matching Contribution**		Your Estimated 2010 Compensation You are Expected to Earn and Make Contributions From	%
			Percent of Pay

\* If this number is \$500 or less, go directly to Step 5 and enter \$500 (or your total contributions, if less).

\*\* This is your annual contribution amount. To determine how much you would be contributing per pay period, divide this number by 26 pay periods (or the number of pay periods at your location, if different).



## Will You Take Full Advantage of the Trinity Health Matching Contribution?

### Example 1

Craig is 44 years old and earns \$25,000 in pensionable pay a year (\$12,500 before 7/1/10 and \$12,500 after 6/30/10). Craig contributes \$10 per pay period to the 403(b)/401(k) Retirement Savings Plan for the entire 2010 calendar year (26 pay periods x \$10 = \$260 annually).

#### **Is Craig taking full advantage of the Trinity Health matching contribution?**

No. In this example, Trinity Health will contribute \$260 in matching contributions to his account.

Craig would need to contribute \$500 for the year (which would be \$19.23 per pay or 2% of pensionable pay).

#### **How is this calculated?**

Craig receives 100 percent on his first \$500 of contributions plus 50 percent on contributions over \$500 up to 3% of pay (or \$500 if greater). Craig would be eligible to receive the \$500 of match for 2010 since it is greater than compensation earned after 7/1/10 multiplied by 3 percent ( $\$12,500 \times .03 = \$375$ ).

### Example 2

Gwen is a 35 year old and earns \$45,000 in pensionable pay a year (\$22,500 before 7/1/10 and \$22,500 after 6/30/10). Gwen contributes 10 percent of her pay for the entire 2010 calendar year ( $\$45,000 \times .10 = \$4,500$ ).

#### **How should we calculate Gwen's maximum matching contribution?**

We should take the compensation Gwen earned from 7/1/10 to 12/31/10 (\$22,500) and multiply it by the 3% maximum limit ( $\$22,500 \times .03 = \$675$ ).

#### **Is Gwen contributing enough to maximize her matching contribution?**

Yes. Gwen will receive 100 percent on her first \$500 of contributions plus 50 percent on contributions over \$500 up to 3% of pay (or \$500 if greater). We know Gwen's maximum match is \$675 and we also know that she will receive 100 percent on her first \$500. Whether she is eligible for the remaining \$175 ( $\$675 - \$500$ ) of match will depend on how much she has contributed. Since Gwen has contributed beyond the required threshold (\$4,500 is greater than the \$850 she would be required to receive the \$675 of match), she is eligible to receive the entire \$675 of matching contributions.