



401(a) Match for Group 2 and 3

Members of Employee Group (EG) 2 and 3 are entitled to receive a 401(a) matching contribution if contributing to the 457(b) Deferred Compensation plan. The 401(a) matching contribution will be based on every whole percentage of an employee’s 457(b) contribution, rounding down. For example, a 401(a) matching contribution will be 1% if the 457(b) contribution is 1.7%. The 457(b) contribution must be a minimum of 1% to trigger the 401(a) match.

The 401(a)-match percentage minimum and maximum for EG 2 and 3 are as follows:

Employee Group	Match % minimum	Match % maximum
EG 2 - Administrative	1%	3%
EG 3 - Supervisor	1%	3%

The 401(a) matching contribution will be automatically applied on the next applicable check when the 457(b) contribution is applied. The 401(a) account is created on the employee’s behalf and deposited in an account managed by Lincoln Financial Group. When the account is created, employees will receive an email from Lincoln Financial Group that will advise them on how to register for their account access.

The official contract language for the 401(a) matching contribution for the respective EGs can be found in their Memorandum of Understandings (MOU), which are accessible through the [SacSewer Applicant Resources webpage](#).

For any questions regarding the 401(a) plan or 457(b) plan, please contact benefits@sacsewer.com for more information.