


Believe it or not...

You may be  
contributing  
**too much**  
to the  
Thrift Plan!

Learn how to "rightsize" your pre-tax contribution  
and get the full  match.



Client Company  
Name Redacted

Wait, what?!

# How could I be saving *too much*?

The IRS limits pre-tax contributions to all 401(k) plans, including the [redacted] Thrift Plan. **In 2013, the maximum annual pre-tax contribution you can make is \$17,500** (unless you're making additional catch-up contributions). That means once your pre-tax contributions equal \$17,500 for the year, they stop until the following year.

Once your contributions stop, so does the company match.

How can I 'rightsize' my contribution

Catch-up contributions are not matched.

[redacted] matches your contributions (up to 5% of eligible pay) in each of the 26 pay periods during the year.

But if you contribute pre-tax dollars at a rate that hits the pre-tax limit in, say, November, not only do your pre-tax contributions stop, you'll also miss out on the match from then through the end of the year.

Your goal should be to reach the pre-tax limit on the last pay period of the year. If your current pre-tax contribution level will max you out early, you can:

- Lower your pre-tax contribution rate, or
- Lower your pre-tax rate and increase your after-tax contribution rate to make up the difference in your total contribution.

# Okay, so how do I take action?

**Find out where you stand.** Check your year-to-date pre-tax contributions and consider your income for the rest of the year (including any bonus and salary increases), and then apply your current pre-tax contribution rate to see when you'll hit the pre-tax limit. From there, you can determine if you need to make an adjustment.

Use these resources to help you decide and to make any necessary changes:


- **Access your paycheck** on the Employee Self Service section of [redacted] to review the per-pay-period and year-to-date dollar amounts of your Thrift Plan contributions.
- **See your year-to-date contributions** and change both your pre-tax and after-tax contribution rates any time at [http://\[redacted\]](http://[redacted])
- **Contact the Benefits Center.** A representative can help you understand your situation and can also help you make changes. Call [redacted] (worldwide), Monday through Friday from 7 a.m. to 7 p.m. Central Time.

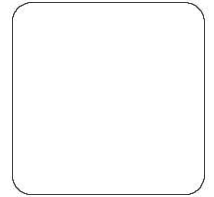
Always save as much as you can, but make sure you're contributing in the right way to get the full company match!

## Earn more than \$255,000 a year?

The IRS also has a "compensation limit" for 401(k) plans. For 2013, this limit is \$255,000. Once your pay for the year reaches this limit, your contributions to the Thrift Plan — and the company match — stop for the year. So you'll want to structure your contributions to hit the \$17,500 pre-tax limit by the time your pay for the year reaches the compensation limit.



 Benefits Center  
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Getting the full company match may mean *reducing*  
your Thrift Plan contribution rate.