



## Rheinschmidt's Employee 401(k) Profit Sharing Plan New Hire Package

Congratulations on your new career with Rheinschmidt Title & Marble, Inc. One exciting opportunity you will have with Rheinschmidt Title & Marble, Inc. includes participating in the Rheinschmidt's Employee 401(k) Profit Sharing Plan ("Plan"). Your plan may require specific eligibility criteria be met before you can contribute to this retirement plan. However, an option you have now includes rolling over assets from other qualified plans and certain IRAs into this Plan. See below for further detail.

### **ELIGIBILITY TO ENROLL:**

Eligibility Requirements: You are eligible to enroll into the Rheinschmidt's Employee 401(k) Profit Sharing Plan after you have met the following criteria:

- Attainment of age 18
- 1000 hours worked within your first 6 months of service

Enrollment Dates: You will be eligible to enroll as of the January 1, April 1, July 1 or October 1 coinciding with or following the completion of the eligibility requirements for Nonelective.

You will be eligible to enroll immediately coinciding with or following the completion of the eligibility requirements for deferrals and match.

### **ROLLOVER INFORMATION:**

At the discretion of the Administrator, you may be permitted to deposit into the Plan distributions you have received or are entitled to receive, from other qualified plans and certain IRAs. Such a deposit is called a "rollover" and may result in tax savings to you. You may ask your prior plan administrator, trustee, or financial institution to directly transfer (a "direct rollover") to this Plan all or portion of any amount that you are entitled to receive as a distribution from a prior plan. Alternatively, if you received a distribution from a prior plan, you may elect to deposit any amount eligible for a rollover within 60 days of your receipt of distribution. You should consult qualified counsel to determine if a rollover is permitted and in your best interest.

You are eligible to deposit rollover dollars into the account immediately; you do not need to meet enrollment requirements.

Your rollover will be placed in a separate account called a "rollover account." If your Plan allows for ongoing Roth contributions, you may rollover Roth contributions you have made to another qualified plan. These amounts will be placed into a Roth account. You will always be 100% vested in your rollover and Roth accounts. This means that you will be entitled to all of these rollover contributions. Rollover contributions will be affected by any investment gains or losses.

You may withdraw the amount of your rollover account at any time; however, amounts deposited into a Roth account are subject to the terms outlined in the Plan Document.

If you do not have an account balance under the Plan, the amount of the rollover contribution must be a minimum of \$200. Rollovers are not accepted in-kind, so all assets must be liquidated and received in the form of cash.

*If you have questions concerning your account please contact Two Rivers Bank & Trust at the following phone number:  
1-319-753-9130*