

# NHC's 401(k) Plan Specifics

## Eligibility

- All employees age 18 or older; including PRN

## Employee Contribution

- Traditional (pre-tax)
- Roth (after-tax) ----- Added in 2023!

## Employer Discretionary Match

- Historically 50% of the 1<sup>st</sup> 2.5% contributed

## Vesting

- 1 year 0%, 2 years 0%, 3 years 100%

## Distributions

- Hardship, upon termination, death, disability, or age 59 ½ (if fully vested)

## Loans

- 1 Max, minimum \$1,000

# Retirement Team Contact Information

## The Trust Company of Tennessee

- The Trust Company manages all NHC retirement accounts
- Provides education regarding any type of plan specific questions, distributions, website management, etc.
- By phone: 800-538-3628

## Morgan Stanley: Triad Group

- Morgan Stanley manages the investments in the 401(k) plan
- Provides investment advice
- By phone: 866-743-5700