

401K Savings Plans

New to Hanford/Non-HEWT Incumbent 401k Savings Plan

- **Exempt & Non-Exempt Employees**

Up to 7.5% employer contribution. A 5 percent employer contribution is made to the employee's 401k savings plan regardless of percentage of the employee's contribution, plus a 100 percent match of the first 2 percent of the employee's contribution, and 50 percent of the next 1 percent of the employee's contribution. Employee and CPCCo contributions may be invested in any of the available funds, and a brokerage account is available.

- **HAMTC Bargaining Unit Employees**

Up to 9.0% employer contribution. A 5 percent employer contribution is made to the employee's 401k savings plan regardless of percentage of the employee's contribution, plus a 100 percent match of the first 3 percent of the employee's contribution, and 50 percent of the next 2 percent of the employee's contribution. Employee and CPCCo contributions may be invested in any of the available funds, and a brokerage account is available.

HEWT Incumbent Pension & 401k Savings Plans

- **Exempt & Non-Exempt Employees**

HEWT pension plus a 100 percent match of the first 2 percent of the employee's contribution, and 50 percent of the next 1 percent of the employee's contribution. Employee and CPCCo contributions may be invested in any of the available funds, and a brokerage account is available.

- **HAMTC Bargaining Unit Employees**

HEWT pension plus a 100 percent match of the first 3 percent of the employee's contribution, and 50 percent of the next 2 percent of the employee's contribution. Employee and CPCCo contributions may be invested in any of the available funds, and a brokerage account is available.