

# Retirement Plans

## BSA has two retirement plans:

- The BSA Retirement Plan where the Laboratory will contribute an amount equal to a percentage of your base pay after you become eligible for the Plan.
- The BSA 401(k) Plan, which is a voluntary plan, can help you to set aside additional money for your retirement....generally, up to 75% of your gross pay (within IRS limits). As a full-time employee of the Laboratory, you may join the 401(k) Plan at any time. (Other employees may be eligible to join as well.)

You can invest in a wide variety of investment funds.

## How Do You Get Started?

### BSA Retirement Plan

The Benefits Office will contact you when you become eligible to participate in this plan.

Generally, you will be enrolled upon the earlier of:

- Attainment of age 21 and the completion of 1 year of continuous service
- Attainment of age 30 and 6 months of continuous service.

The money that is contributed by the Laboratory is vested as follows:

- 25% after 2 years of service
- 50% after 3 years of service
- 75% after 4 years of service
- 100% after 5 years of service

## BSA 401(k) Plan

You can sign up for this plan at any time. Enrollment is easy - To sign up, login to Workday: Employee Self Service, and go to Training Resources on Workday, select "Update 401k Contributions" for instructions. Your 401(k) plan contributions will begin on the first full month of employment.

The 401(k) Plan accepts rollover contributions from eligible 401(a), 401(k), 403(b), or 457(b) plans or conduit (pre-tax) IRAs. The plan also has loan and withdrawal features.

## Need More Information?

Visit the Benefits Office website at <http://www.bnl.gov/hr/Benefits/retirement/default.asp> to:

- Watch the **Video Presentation on the BSA Retirement Program** and
- Review information about the 401(a) and 401(k) Plans.

This is intended to provide only a summary of these plans. Additional rules apply.