



401(k) Frequently Asked Questions

SportsMed Physical Therapy Retirement Savings Plan

What is the SportsMed PT 401(k) Plan?

- A retirement savings plan that allows you to contribute pre-tax and/or Roth dollars from each paycheck, with potential employer matching based on years of service.

Does SportsMed PT offer a company match?

- Yes. SportsMed PT offers a discretionary employer match on the first \$5,000 of compensation.

How the Employer Contribution Match Works

- This plan does not use a traditional per-paycheck match
- Instead, SportsMed PT provides a discretionary annual employer contribution:
 - Based on years of Service
 - Calculated on the first \$5,000 of your compensation
 - Determined after the plan year ends

How much is the employer contribution match?

- 1 year: 4% (\$200)
- 2 years: 5% (\$250)
- 3 years: 6% (\$300)
- 4 years: 7% (\$350)
- 5+ years: 8% (\$400)

Who is eligible to receive the employer match?

You must:

- Be employed on the last day of the calendar year.
- Complete at least 1,000 hours of service.
- Not be classified as a highly compensated employee under the plan.

Is the employer match guaranteed every year?

- The employer match is discretionary and subject to annual review.

When are matching contributions deposited?

- Matching contributions are deposited the following year after required compliance testing.
- Example: 2025 matches will be deposited in 2026.

How does vesting work?

- 2 years: 20%
- 3 years: 40%
- 4 years: 60%
- 5 years: 80%
- 6 years: 100%

When can I join the plan?

- You must be:
- At least 21 years old.
- Have completed 1 month of service.
- Enrollment occurs monthly.

Can I contribute Roth dollars?

- Yes. Roth 401(k) contributions are allowed.

Can I take a loan from my 401(k)?

- Yes. One active loan is allowed at a time.

What changes are coming in 2026?

- Mandatory Roth catch-up for \$150,000+ earners
- Deferral limit increases to \$24,500
- Catch-up (50+) increases to \$8,000
- Super catch-up (ages 60–63): \$11,250

Where can I get more information?

- Visit the SportsMed PT Retirement page or contact HR for assistance.
- [Retirement - SportsMed Physical Therapy](#)
- Financial Advisor – Paul Thomasset
 - Telephone: 201-397-1465
 - Email: Paul.thomasset@wfafinet.com



Any Questions ?