

**St. Ambrose Financial Services
403(b) Thrift Plan
For Employees of the Diocese of La Crosse**

Plan Highlights

ELIGIBILITY FOR EMPLOYEE CONTRIBUTIONS

Age 18 and regularly scheduled to work at least 20 hours a week. Priests are also immediately eligible.

ELIGIBILITY FOR EMPLOYER CONTRIBUTIONS

Currently : Age 21 and 1 year of employment with the Diocese and completion of 1000 hours. Must continue to be regularly scheduled to work at least 20 hours a week.

Change as of 7/1/18: Age 18 and immediate eligibility. Seasonal employees not eligible for Employer Base Contribution. Must continue to be regularly scheduled to work at least 20 hours a week.

EMPLOYEE CONTRIBUTIONS

The minimum pretax contribution is 1% of pay; maximum is 100% of salary not to exceed \$18,500 a year. Employees who are age 50 or older may contribute up to an additional \$6000 for a total of \$24,500. Any contributions to other 403(b) or 401(k) Plans through other employment are an offset to these amounts and employees are responsible for keeping track of their contributions to other plans.

Change as of 7/1/18: Add Roth contribution option for employee contributions. Note that annual limit is a combined limit.

EMPLOYER CONTRIBUTIONS

Employer Matching contribution equal to 100% of the first 2% of compensation.
Employer Base contribution equal to 1% of compensation.

TRANSITION CONTRIBUTION – EMPLOYER BASE

Employees who were participants in the Diocese of La Crosse Pension Plan as of 12-31-06 and who were between the ages of 50 and 64 as of 12-31-2006, receive an additional base contribution based on the below chart. These extra contributions cease as of the earlier of the employees' termination from service or the December 31st year when the employee reaches age 65.

Year of Birth	Age 12/31/2006	Additional Contribution (% of pay)	Last Date of Additional Contribution
1956	50	0.25%	12/31/2021
1955	51	0.50%	12/31/2020
1954	52	0.75%	12/31/2019
1953	53	1.00%	12/31/2018

ROLLOVER CONTRIBUTIONS

The 403(b) Thrift Plan accepts most rollover contributions.

VESTING (Ownership) on Employer Contributions

Employer contributions are fully vested after 4 years of service or age 55. Service is counted from the employee's original hire date with the Diocese.

Years of Vesting Service	Vesting Percentage
Less than 2 year(s)	0%
2 year(s)	33%
3 year(s)	67%
4 year(s)	100%

HARDSHIP WITHDRAWALS

Are permitted subject to approval by St. Ambrose.

WITHDRAWALS

Age 59 ½ or termination of employment.

LOAN PROVISION

Are permitted against Employee Contributions subject to approval by St. Ambrose.

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