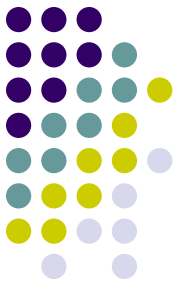


403(b) Thrift Plan Diocese of Gary

(Effective January 1, 2010)



- Administered by Mutual of America 708-836-0644
- All employees are eligible to make salary reduction contributions. Part-time employees are eligible to participate but are not eligible for employer matching.
- Employer matching contributions are the sum of A and B – with 1 year of service (1,200 hours). *Service begins from date of hire*
 - A – 100% of the amount of a participant’s salary reduction contribution up to 3% of pay
 - B – 50% of the amount of a participant’s salary reduction contribution that exceeds 3% (but does not exceed 6%) of pay

(There is a minimum contribution of \$10 a pay and maximums are applied at the rate allowed by law at the time)
- Vesting
 - Less than 3 years – not vested in employer contribution
 - 3 years of more 100% vested in employer contribution
 - (*Service begins from original date of hire*)