

403(b)(9) Retirement Plan-UPDATES COMING SOON



Change effective 1/1/24 to 403(b)(9)

Solomon is being updated with information on Reliant's new 403(b)(9) plan. That information will be published in the coming weeks.

401(k) General Overview

A 401(k) plan is a retirement saving plan offered by employers for their employees. Many 401(k) plans have a matching incentive where an employer will match funds that their employees contribute to the 401(k) plan. The matching incentive is designed to motivate employees to contribute funds to the retirement savings plan.

Reliant provides a 401(k) plan that is managed by [Principal Financial Group](#).

Reliant's 401(k) Plan offers two types of savings opportunities for our employees: [Traditional 401\(k\)](#) and [Roth 401\(k\)](#).

Employees who have worked for Reliant at least 1 year are eligible to begin participating in the 401(k) plan. Upon becoming eligible to participate, employees will be auto-enrolled in the 401(k) plan at a \$50 contribution amount (see [Enrollment & Eligibility](#)).

[Withdrawals](#) made from the 401(k) Plan Retirement account prior to age 59½ may incur tax penalties. Reliant offers an employer match of \$1 for every \$1 employees contribute to the 401(k) plan, up to a maximum of 5% of their eligible earnings. The match is paid directly from the MTD account the employee is responsible for with Reliant. See [Employer Matching Contributions](#) for more details.

To change your Contribution see [Changes to Contributions](#). Contribution changes must be submitted to [Principal](#) by the 19th to be effective on the following month's paycheck.

For questions or additional information about Reliant's 401(k) Plan please contact the Employment Services Department at benefits@reliant.org.



Reliant's 401(k) Contract Number

Reliant's Contract Number with Principal is 4-34798.

Related links

- [Principal Financial Group](#)
- [Traditional 401\(k\) and Roth 401\(k\)](#)
- [Enrollment & Eligibility](#)
- [Employer Matching Contributions](#)
- [Withdrawals](#)
- [Changes to Contributions](#)

Who to contact at Principal

- General Help Line — should get you to a live person (counselor option near end of message): 800-547-7754
- Electronic Services Support Line: 877-475-3436
- For international callers who can't use a 1-800 number please call 515-248-9999.

Questions?

Email: benefits@reliant.org

Phone: (407) 270-1318

Department: Employment Services

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