401k Plan: Frequently Asked Questions

Principal Support Information

Principal's customer service should be contacted for all Principal.com access including enrollment support, website technical difficulties, plan-specific questions, changing a contribution, rollover information, etc.

Q: How do Employees Reach Principal Support?

A: Principal.com or 800-547-7754

Creative Planning Support Information

Creative Planning should be contacted for investment portfolio advice, financial education, one-on-one review of your retirement savings goals, etc.

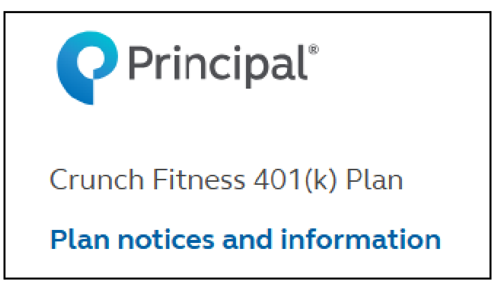
Q: How Do Employees Reach Creative Planning Support?

A: Julie.reinhardt@creativeplanning.com/512-370-3268 or 401k@creativeplanning.com/866-427-4015

Summary Plan Document

Q: Where Can I locate the Summary Plan Document (SPD)?

A: Two options: 1) On the "My Company > News and Information" page of UKG or 2) On Principal.com you can click "Plan Notices and Information" from the Welcome Page:



Eligibility

Q: Who is Eligible for the 401k Plan Offered by UDT?

A: You are eligible for the plan once you are 21 years old, work 500 hours within a 12-month consecutive service period, and have 1 year of employment.

Q: Once Eligibility is Met, What Day Does My 401k Become Active?

A: You become Active on the first day of the month following meeting the Plan Eligibility.

Ex. If my one year anniversary was on January 15th, I would become Active on the plan February 1st.

Employee Contributions

Q: Is There an Automatic Enrollment?

A: Yes, employees who do not set their contribution rate to 0% by the end of the pay period (the 15th and the last day of each month), will be **automatically enrolled at 3%.**

Q: Is There a Yearly Automatic Increase?

A: Yes, if you auto enroll and do not set your yearly increase to 0%, you will increase by 1% each year until you reach 10%.

Q: Who Sets Maximum Limits on 401k Contributions?

A: The IRS sets limits each year for people under 50, people 50 and over, and a special limit for people aged 60-63. See IRS website for details.

Employer Contributions

Q: What is the Employer Match?

A: UDT has a safe harbor matching contribution of 100% of the first 1% you save from your paychecks, plus 50% on the next 5% that you save. To receive the maximum match of 3.5%, you will need to save 6% from your paycheck.

Q: What is the Vesting Period?

A: You become fully vested in your employer's match after two years of service. Regardless of service length, you’re 100% vested upon reaching normal retirement age. If you leave before then, you forfeit the employer match, but your own contributions always remain yours.

Compensation Used

Q: What Compensation is Used to Calculate the Percent of Contribution?

A: Your full compensation (total paycheck) from the date you start participating will be used to calculate your contribution and your matching contribution.