



Rehired Employee: 401k Enrollment and Annual Auto Escalation

Sight & Sound Ministries, Inc. offers a 401(k) Plan available to all employees age 18 and over, beginning with the first of the month following a mandatory 60-day waiting period from their date of hire.

As a former employee of Sight & Sound, you are eligible for participation in our 401k plan with no waiting period. You will NOT be automatically enrolled and will need to use the link provided below to create your Ascensus login and elect the amount you would like to contribute from each pay.

If you do nothing, no money will be deposited into your 401k account.

Additionally, if you meet the requirements for the employer match based on your previous employment with Sight & Sound, that match will begin with your first contribution.

1. To start setting up your account, you can enroll via phone at 866-809-8146 or online at <https://myaccount.ascensus.com/rplink/account/login>. This is where you will elect your contribution percent, investment plans, and determine your beneficiaries.
2. Rehired Employees will not be part of the Auto Escalation plan. No increase in your savings amount will occur automatically annually.
3. After one full year of employment, new employees begin receiving a company match at the rate of 50% of the employee's contribution, up to a total maximum employer match of 3%. For example:

Employee Contribution	Sight & Sound Match	Total Amount Deposited in Employee's 401k or Roth
2%	1%	3%
6%	3%	9%
10%	3%	13%

Please stop by Human Resources if you have any questions or visit the 401(k) section of Center Stage by going to Center Stage > Resources > HR & Benefits > 401k.

Lancaster, PA & Branson, MO

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