Henry Insurance Agency 401(k) Plan Profit Sharing Plan

Plan Highlights
as of 03/31/2021

Eligibility Requirements:	Age 21 and 6 months of service
Entry Dates:	Monthly, the first day of the month after completing the eligibility requirements.
Contribution Limits:	You may contribute between 1% and 100% of your pay up to an annual maximum of $19,500. If you are 50 years older or older you may contribute an additional "catch-up" contribution of up to $6,500.
Roth Contributions:	The Plan allows for employee Roth contributions.
Safe Harbor Matching Contributions:	White Pine Insurance Agency will match your contributions, dollar for dollar up to the first 3% of your income you contribute to the plan and fifty cents on the dollar for the next 2% of your income you contribute to the plan. These "safe harbor" matching contributions are immediately 100% vested.
Additional Employer Contributions:	White Pine Insurance Agency, at its discretion, may make additional employer matching or profit sharing contributions into employees' plan accounts.
Vesting:	All employee contributions and all safe harbor matching contributions from White Pine Insurance Agency are fully vested immediately. Any additional matching or profit sharing contributions from White Pine Insurance Agency will have the following vesting schedule:

Years of Service	% Vested
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

Rollovers:	The plan will accept rollovers of prior employer 401(k) accounts and Traditional IRA accounts.
Permitted Withdrawals:	At termination of employment Under severe financial hardship as defined by the IRS In Service Distributions after age 59.5 from vested balances At death or disability of the employee
Loans:	Loans are permitted.
Phone Access:	1-800-515-2157
Investment Advisors	

www.investrw.com

Phone 208-333-1433 ; Toll-Free 844-834-7500

Mike Fitzgerald - mike@investrw.com
Devin Geddings - devin@investrw.com
Drew Lunt - drew@investrw.com
Ryan Warwick - ryan@investrw.com