



Principal Financial: Retirement Savings / 401(k)



Foothill Community Health Center offers full time and part time employees, 21 years and over, access to participate in the company's 401(k) with Principal Financial Group. Employees are eligible to participate after 90 days of hire. Employees are welcomed to contribute any percentage or specific amount of their paycheck to the 401(k) and FCHC will contribute up to 4%. Part-time employees must work minimum of 1,000 hours during the calendar year in order to be eligible for the 4% company match. For all eligible employees, the annual maximum contribution for 2018 is \$18,500. For employees over the age of 50, the annual maximum contribution is \$24,500. However, there is a cap on the match the agency offers. For employees whose annual wages (gross) reach \$250,000 for the calendar year, the FCHC 4% match for that year will stop until the following year. Employees who reach this cap, can still choose to continue contributing to their 401(k) account with no match liability from FCHC.

Employees have 100% ownership of their contribution to the 401(k), but if an employee leaves FCHC before three years of employment, the company will take back the funds contributed by the principal. The annual maximum contribution for 2018 is \$18,500 for all eligible employees, and for employees over the age of 50 the annual contribution maximum is \$24,500

You may enroll into the 401(k) plan by submitting the 401(k) Enrollment Application to the Human Resources Department. For additional questions please contact the following:

First Time Enrollee/General Questions:

Ana Robledo, HR Generalist
Email: avillalpando@sjfcc.org
Phone: 408-729-4290 | Ext: 5403

Current Principal Financial 401K participants:

Carlos Garcia, Controller
Email: cgarcia@sjfcc.org
Phone: 408- 729-4290 | Ext: 3162

You may also contact our Principal Financial 401(k) representative if you need assistance with handling rollovers or additional questions on the plan:

Arthur Young

Email: ayoung@artyounginsurance.com
Phone Number: (408) 573-1050
Principal Financial: (800) 547-7754
Plan ID: 7-14524