



Match without after-tax: Annual match true-up to enhance your Retirement Savings Plan

Stanford Health Care Retirement Savings Plan (RSP)

The RSP's after-tax spillover feature has been eliminated and replaced with an annual match true-up.

The after-tax spillover feature was designed to ensure you receive your maximum match each payroll period, but also required you to make after-tax contributions. Once your contributions reach the IRS contribution limit (\$23,000 for 2024 or \$30,500 if you are age 50 or older), after-tax contributions needed to begin so that you would have contributions to match. The match true-up provides the same match, without requiring you to make additional after-tax contributions.*



What is a true-up match contribution?

After the end of each year, the RSP will compare the match you received each pay period to the match you could have received based on the total amount you contributed during the year and your annual eligible pay. If you didn't receive the full matching contribution that you were eligible for during the year, you will receive a match true-up. The match true-up will be credited to your account by the end of the first quarter following the end of the calendar year.

The hospitals recommend that you routinely review your contribution elections to make sure you are contributing as much as you wish and getting your full match. If you would like to continue making after-tax contributions without the spillover, please be sure to make an after-tax deferral election by logging into netbenefits.com.

[SET AN ELECTION FOR AFTER-TAX CONTRIBUTIONS](#)

Plan now to get all of your employer contributions

Consider using our new **RSP Contribution Modeling Tool** for help in determining your contribution strategy. In just a few minutes, the tool will provide ideas on what you can save on a pre-tax, Roth and after-tax basis to maximize your employer contributions or contribute the maximum amount allowed by law. For help in determining your contribution strategy, call **800-642-7131** to speak with a Fidelity workplace financial consultant.

[RSP CONTRIBUTION MODELING TOOL](#)

*Your combined pre-tax, Roth and after-tax contributions must at least be equal to your match rate to receive your full match.

Investing involves risk, including the risk of loss.

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