



Participation Rates – Your Ys Agreement

There are three key decisions that a Y Board makes in conjunction with their local CEO in approving the terms of participation in the 401(a) Retirement Plan at the YMCA Retirement Fund:

1. If the Y will implement a 1-Year or 2-Year Eligibility and Vesting structure
2. If the YMCA will provide the full contribution or if they will require the participant to contribute a portion of that amount.
3. The total percentage of the contribution. Contribution rates for Ys are generally 12%, 11%, 10%, 9%, or 8%. **Ys interested in considering contribution rates above 12% should contact yrelations@ymcaret.org.**

Let's look more closely at contribution rates. Your Y will select one combination from the options outlined below:

12%		11%		10%		9%		8%	
YMCA	YOU	YMCA	YOU	YMCA	YOU	YMCA	YOU	YMCA	YOU
12%	0%	11%	0%	10%	0%	9%	0%	8%	0%
11%	1%	10%	1%	9%	1%	8%	1%	7%	1%
10%	2%	9%	2%	8%	2%	7%	2%	6%	2%
9%	3%	8%	3%	7%	3%	6%	3%	5%	3%
8%	4%	7%	4%	6%	4%				
7%	5%								

Changing the Contribution Rate

A Y may change its contribution rate once per plan year (July 1–June 30), unless the change is an increase, which can be made at any time. To update its rate, the Y must submit a Resolution to Amend Participation form to Y Retirement at least 60 days before the effective date.

If a Y is lowering its contribution rate—or making any change that would cause employees to begin contributing or increase their withholding—it must give employees advance, time-sensitive, written notice by first-class mail or hand delivery. A copy of this notice must also be sent to the Fund.

For help with the process, including required timelines, accessing the form, and sample employee notices, please contact our Y Relations team at yrelations@ymcaret.org.



Participation Rates – Continued

Discontinuing Participation in Y Retirement

If a Y ends its participation, employees can no longer make retirement contributions. Participating employees may withdraw their voluntary accounts, but Personal Accounts and YMCA Accounts cannot be withdrawn unless the employee terminates Y employment. Y Retirement will send participants a letter explaining their options. Ys wishing to discontinue participation must contact our team at least 60 days before the desired effective date.

NOTE: Notices to employees of contribution rate decreases, increases to employee contributions, or discontinuation must be delivered or distributed 45-days prior to the first day of the pay period that will be calculated at the new rate if they have 100 or more active participants in the 401(a) Retirement Plan or 15-days if they have 99 or less active participants.

Let's look at an example:

Anytown YMCA has selected a 12% contribution rate to the 401(a) Retirement Plan. Here is how contributions would be made based on an employee who made \$1,000 during a pay period.

When a Y Pays Full Portion

Based on the above example, the Y would pay the total 12% or \$120 on behalf of the employee.

When an Employee Pays a Portion

When a Y requires participants to contribute, it is based on a percentage of their compensation. Contributions are made via regular payroll deduction on an after-tax basis.

Employee's Contribution	5% of \$1,000	\$50
YMCA's Contribution	7% of \$1,000	\$70
Total Contribution	12% of \$1,000	\$120