

# Matching Benefits Chart

Matching Benefit Options	Benefit Set-up	Employee Contribution	Employee Contribution's Tax Implications	Employer Contribution	Employer Contribution's Tax Implications
403(b)	See 403(b) page of the employee portal for set-up details; you will receive the employer matching amount in your 403(b) to the extent you contribute; any remaining match amount can be contributed to other Thrive options below	Up to \$20,500 Elective Contribution in 2022, plus \$6,500 Age 50 Catch-up Contribution, plus \$3,000 15 years of service Catch-up Contribution	Traditional 403(b) is pre-tax deduction, then taxable when withdrawn; Roth 403(b) is post-tax deduction, then earnings are tax-free if qualifications met	Matches employee election upon eligibility; total of all 4 matching benefits not to exceed negotiated match amount	Taxable when withdrawn
Student Loan Repayment	Link your student loans on Thrive's website	No limit, but employee is responsible for making sure required monthly payments are satisfied*	Post-tax deduction	Matches employee election upon eligibility; total of all 4 matching benefits not to exceed negotiated match amount	Up to \$5,250 per year is tax-free through December 2025; any amount after that is taxable income on W-2
Emergency Savings Fund	Link your personal bank savings account on Thrive's website	No limitations; see <a href="http://www.consumerfinance.gov/essential-guide-to-building-an-emergency-fund/">www.consumerfinance.gov/essential-guide-to-building-an-emergency-fund/</a> for more info	Post-tax deduction	Matches employee election upon eligibility; total of all 4 matching benefits not to exceed negotiated match amount	Taxable income on W-2
529 College Savings Plan	Link your 529 college savings account(s) - new or existing on Thrive's website; information on 529 plan options can be found at <a href="http://www.SavingForCollege.com">www.SavingForCollege.com</a>	\$425,000 total account balance	Post-tax deduction; see <a href="http://www.mnsaves.org">www.mnsaves.org</a> for Minnesota or <a href="http://www.SavingForCollege.com">www.SavingForCollege.com</a> for any state's additional tax information†	Matches employee election upon eligibility; total of all 4 matching benefits not to exceed negotiated match amount	Taxable income on W-2; see <a href="http://www.mnsaves.org">www.mnsaves.org</a> for Minnesota or <a href="http://www.SavingForCollege.com">www.SavingForCollege.com</a> for any state's additional tax information
EvoShare‡	Sign up by linking your debit and/or credit cards (including spouse's) on Thrive's website; automatically receive cash-back rewards into your choice of Thrive benefit for purchases at restaurants, gas stations, retailers, and more	N/A	N/A	N/A	N/A

\* payments will be made with a one-month lag following date of paycheck

† may participate in EvoShare even if you are not yet eligible for matching funds or want to solely contribute your match to the 403(b)

‡ 529 plan regulations are state specific according to contributing employee's residence

Pre-tax deduction means that the deduction reduces your taxable income; post-tax deductions have no effect on your taxable income

Enrollment in the 403(b) plan may occur at any time; enrollment in Thrive is done on a monthly basis due by the 24th of each month

Visit [www.swwc.org/403b](http://www.swwc.org/403b) and [www.swwc.org/thrive](http://www.swwc.org/thrive) for more information