

# 401(k) Plan for Sotera Health, LLC

As a participant in the Sotera Health 401(k) plan you have access to a variety of benefits, one of which is an employer match program.

## Sotera Harbor Matching contribution formula

Sotera Health, LLC gives a Safe Harbor matching contribution to employees who make a personal contribution to the 401(k) plan. This match is calculated each pay period and deposited to your account along with your personal contribution.

**Sotera Health matches 100% of your contribution on the first 3% of compensation and 50% of your contribution on the next 2% of your compensation, including catch-up contributions if you are eligible.**

The match is made on both Pre-tax and Roth contributions. This makes the effective matching contribution 4% when you elect to contribute 5% or more of your compensation. The IRS does impose an annual compensation limit as well as an annual maximum contribution amount (\$22,500 for 2023 plus an additional \$7,500 catch-up if you are over the age of 50). If you hit the IRS contribution limits during the year, you will be stopped from deferring more money into the Sotera 401(k) plan. If this happens, you will be missing out on taking full advantage of the Sotera Safe Harbor Company Match.

## Contribution timing and why it's important to you

Sotera Health will give you a matching contribution coincident with every pay period. The company does not perform an annual review of the contributions to determine if an end-of-year true up is needed.

**Therefore, if you are not spreading out your contributions over the entire plan year, you may be leaving money behind and missing out on the company match.**

There are specific situations that will impact you receiving the maximum match available, such as: maxing out your contributions early on in the plan year, changing your contribution rate below 5% for any given pay period and stopping your contributions for any period during the plan year. We recognize that everyone's situation is different, so we encourage you to consider this information as you plan your contributions to your account each year. Sotera Health strives to offer a rich company match to help

employees achieve their retirement goals and hope that you will take full advantage of this benefit.

## Vesting

The Safe Harbor contributions made to your account are immediately 100% vested. That means that if you terminate employment for any reason, all of the matching contributions and applicable earnings are yours to keep.

## Who is Mesirow?

We are the investment fiduciary for your retirement plan. We've been working behind the scenes to help pick the investment options in your plan. We can also meet one-on-one with participants in the plan to answer questions. Our goal is to help you learn more about your financial options and, in turn, make well-informed financial decisions.

## Who to contact with questions

You can contact Mesirow with any questions about your retirement plan. We offer complimentary one-on-one 30-minute meetings with a Certified Financial Planner®, where you can discuss your personal financial situation and we can assist you with questions relating to your Plan.



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**SCAN OR CLICK TO  
Schedule a consultation today.**