

4.5. Vesting

10/29/2024 1:47 pm CDT

The vesting section is where certain vesting related settings can be found, such as vesting service computation method, computation period and vesting exclusions. Additionally, this is where the global option to override prior years of cumulative years of vesting service can be set. Please note that the vesting schedule for each source is found in “[Work with Sources/Inv Accounts](#)”. For specific information regarding each option in this section [click here](#).

Vesting	
General	
Vesting service computation method:	<input type="text" value="Hours of Service"/>
Vesting Computation Period:	<input type="text" value="Plan Year"/>
+	
Hours of Service for Year of Vesting Service:	<input type="text" value="1000"/>
Override prior year cumulative Years of Vesting Service:	<input checked="" type="radio"/> Yes / <input type="radio"/> No
Matching Vesting	
If Matching vesting schedule is not "100%", the following Matching Contributions are 100% vested if the Plan provides for safe harbor Matching Contributions	<input type="text" value="All fixed Matching Contributions"/>
Vesting Exclusions	
Exclude Years of Vesting Service earned before age 18:	<input type="radio"/> Yes / <input checked="" type="radio"/> No
Exclude Years of Vesting Service earned before the Employer maintained this Plan or a predecessor plan:	<input type="radio"/> Yes / <input checked="" type="radio"/> No
One-year holdout. If an Employee has a 1-Year Break in Service/Period of Severance, exclude Years of Vesting Service before such period until the Employee has completed a Year of Vesting Service after return to employment with the Employer:	<input type="radio"/> Yes / <input checked="" type="radio"/> No
Rule of parity. If an Employee does not have a nonforfeitable right to Employer contributions, exclude Years of Vesting Service earned before a period of 5 consecutive 1-Year Breaks in Service/Periods of Severance:	<input type="radio"/> Yes / <input checked="" type="radio"/> No