



Defined Contribution Retirement Plan History of Contributions

Current 11.20.2025

DCP initiated with October 16, 2011 to October 19, 2013 Contract

Full-Time	Part-Time
\$100.00 per month	\$50.00 per month

Effective October 21, 2018 to October 21, 2023 Contract

	Full-Time	Part-Time
After 1 year	\$100.00	\$50.00
After 5 years	\$125.00	\$62.50
After 10 years	\$150.00	\$75.00
After 15 years	\$160.00	\$80.00

Effective October 22, 2023 Contract to October 25, 2025

	Full-Time	Part-Time
After 1 year	\$100.00	\$50.00
After 5 years	\$150.00	\$62.50
After 10 years	\$175.00	\$75.00
After 15 years	\$185.00	\$80.00

Extended Contract (October 26, 2025 to October 25, 2031)

	Full-Time	Part-Time
After 1 year	\$125.00	\$50.00
After 5 years	\$175.00	\$62.50
After 10 years	\$200.00	\$75.00
After 15 years	\$225.00	\$100.00

Eligibility:

- All Full-Time employees hired on or after September 2, 2011 -- All Part-Time employees hired on or after October 2, 2010
- Everyone must be at least 21 years of age & have one year of service
- Effective October 22, 2023, once a year eligible employees may elect to contribute on a monthly basis either an additional \$0.25 or \$0.50 per hour to the UFCW Employers Retirement Savings Plan. Election for additional contribution typically occurs annually in October.

Questions about the Defined Contribution Plan? Contact John Hancock Retirement Plan Services

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