

## SRP EXAMPLES

These examples show how SRP contributions are handled in a given year when taking into account the IRS compensation limit of \$290,000 in the BH 401(k) Plan (401(k)). Please refer to the SRP Calculator which is a great tool to help you estimate 401(k) and SRP contribution rates required to meet your savings goals.

**Example 1:** Your base salary and bonus total \$250,000 in 2021. You contribute 5% on a pre-tax and/or Roth basis to the 401(k) each paycheck. You decide not to defer money to the SRP.

### 401(k) Contributions

Your contributions to the 401(k)	\$12,500
BH contributes 5% of matching contributions	\$12,500
BH provides 4% of automatic base contributions	\$10,000

Summary: You receive a total of \$22,500 company contributions (9% of your 2021 eligible pay) in the 401(k) Plan. You receive no SRP company contributions.

**Example 2:** Your base salary and bonus total \$250,000 in 2021. You contribute 5% on a pre-tax and/or Roth basis to the 401(k) each paycheck. You decide to defer 10% to the SRP and this deduction is also taken each paycheck.

### SRP Contributions

Your deferral to the SRP will total	\$25,000
BH contributes 5% basic and 4% base contributions of your deferral totaling	\$2,250

### 401(k) Contributions

This then gives you \$225,000 of eligible pay for 401(k) contributions (note: SRP deferrals are not 401(k) eligible pay)	\$225,000
Your contributions to the 401(k) will total	\$11,250
BH will contribute 5% of matching contributions	\$11,250
BH also contributes 4% of automatic base contributions	\$9,000

Summary: You receive a total of \$22,500 company contributions (9% of your 2021 eligible pay) in the 401(k) Plan and the SRP. You do not need to defer money to the SRP to receive a total company contribution of 9%.

Please note that the information contained in this document is subject to the actual eligibility requirements, benefits, terms, conditions, limitations, and provisions that govern the applicable Plan(s) and are contained in the applicable Plan documents. If any provisions have been omitted or misstated, or in the case of any dispute, the official Plan documents are the final authority and will prevail. BH reserves the right to amend, cancel or discontinue all or any part of the Plan(s) at any time.

**Example 3:** Your base salary and bonus total \$400,000 in 2021. You contribute 5% on a pre-tax and/or Roth basis to the 401(k) each paycheck. You decide not to defer money to the SRP.

#### 401(k) Contributions

Eligible pay is limited by the IRS to \$290,000	\$290,000
Your contributions to the 401(k) will total	\$14,500
BH contributes 5% of matching contributions	\$14,500
BH provides 4% of automatic base contributions	\$11,600

#### SRP Contributions

Regular pay and bonus not eligible for 401(k) due to limit ( $400k - 290k$ )	\$110,000
BH automatically contributes 5% basic and 4% base contributions	\$9,900

Summary: You will receive a total of \$36,000 of company contributions (9% of 2021 eligible pay) in the 401(k) Plan and the SRP.

**Example 4:** Your base salary and bonus total \$400,000 in 2021. You contribute 5% on a pre-tax and/or Roth basis to the 401(k) each paycheck. You decide to defer 20% to the SRP and this deduction is also taken each paycheck.

#### SRP Contributions

Your deferral to the SRP ( $400,000 \times 20\%$ )	\$80,000
BH contributes 5% basic and 4% base contributions of your deferral	\$7,200

Regular pay and bonus not eligible for 401(k) due to limit ( $320k - 290k$ )	\$30,000
BH automatically contributes 5% basic and 4% base contributions	\$2,700

#### 401(k) Contributions

Eligible pay is limited by the IRS to \$290,000 (note: SRP deferrals are not 401(k) eligible pay)	\$290,000
Your contributions to the 401(k)	\$14,500
BH will contribute 5% of matching contributions	\$14,500
BH also contributes 4% of automatic base contributions	\$11,600

Summary: You will receive a total of \$36,000 of company contributions (9% of 2021 eligible pay) in the 401(k) Plan and the SRP. You do not need to defer money to the SRP to receive additional company contributions.

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