

Lennox 401(k) Contributions

Lennox 401(k) Retirement

With Lennox's 401(k) Plan, you can set aside money for retirement – and we'll match a portion of your eligible contributions to keep your savings growing!

Your Employee Contribution Options

Pre-Tax (Traditional)	Elected contribution taken <u>before taxes</u> from your paycheck. Salaried Match: 50% of the first 6% you contribute. Hourly Match: Lennox will match part of your eligible pay each pay period once you start contributing. To check your eligibility, call Fidelity at (866) 783-5225. Contributions will not be taxed when withheld. Contributions will be taxed when distributed. Earnings will be taxed when distributed
Roth (Post-Tax)	Elected contribution taken <u>after taxes</u> from your paycheck. Salaried Match: 50% of the first 6% you contribute. Hourly Match: Lennox will match part of your eligible pay each pay period once you start contributing. To check your eligibility, call Fidelity at (866) 783-5225. Contributions will be taxed when withheld. Contributions will not be taxed when distributed. Earnings will not be taxed when distributed
Pre-Tax / Post-Tax Catch Up (Age 50+)	Catch-up contributions allow people <u>age 50 or older</u> to contribute extra funds to their 401(k) Plan. Catch-up amounts may be made on a <u>pre-tax and/or Roth</u> basis up to the annual IRS limit. You elect this benefit by going to NetBenefits.com or by calling Fidelity at (866) 783-5225.
After - Tax	Salaried employees if you are maxing out your Pre-Tax/Roth contributions you have an opportunity to further increase your retirement savings by contributing 1% – 5% of your eligible pay as after-tax 401(k) contributions. Please note there is no company match for After-Tax Keep in mind, if you <u>convert</u> your after-tax 401(k) to a Roth, your earnings will not be taxed upon distribution. Call Fidelity at (800) 835-3361 to elect the Roth In-Plan Conversion. Skipping this step will result in taxes owed on any earnings from these dollars. Get more details at LilBenefits.com or by calling Fidelity at (800) 835-3361

*Withdrawals from your pre-tax and/or Roth 401(k) before age 59 ½ are taxable. Distributions are subject to IRS and Lennox 401(k) Plan rules. Tax references are only for federal taxes. State tax laws vary. Visit irs.gov for details.

Ready to make an election? Call Fidelity at **(866) 783-5225** or go to [NetBenefits.com](https://netbenefits.com)



Additional Information

	2025 Contribution Limits	Company Match Offered?
Annual Pre-Tax / Roth	\$23,500	Yes
Annual Catch-Up	\$7,500	No
Annual After-Tax	1% - 5%	No

***Once you hit the IRS 401(k) contribution limit payroll will automatically stop your contributions until the next year*

Have additional questions? Call Fidelity at **(866) 783-5225**