Broadridge
Total Rewards

RETIREMENT BENEFITS

401(k) Basic Company Contribution Rates

The 401(k) Non-Elective or "Basic Company Contribution" – is made to your account regardless of whether or not you contribute. Your Basic contribution is based on years of service with Broadridge and ranges from 1% to 6.25% of eligible compensation. Contributions start at 1% of total compensation and increase by 0.75% every five years of service.

Years of Service	Contribution Percentage*
0	1%
5	1.75%
10	2.5%
15	3.25%
20	4%
25	4.75%
30	5.5%
35+	6.25%

Source: Broadridge Associate Brochure

**The Company does not make Basic Company Contributions for your first 6 months of earnings. You become eligible to receive company contributions the First of the Month following your 6th month anniversary (ex: Hire date June 15th, 6-month anniversary Dec 15th, then the Basic Contribution Eligible start date is January 1st the following year).*

Additionally, you must be employed on the last day of the plan year (December 31st), die during active service or terminate after attaining age 65, in order to receive the Basic Company Contribution for the year. Basic Company Contributions will be deposited into your 401(k) account with Fidelity in the spring following the plan year.