



- [Home](#)
- [Eligibility & Enrolling](#)
- [Health, Wellness & Insurance](#)
- [Savings & Retirement](#)
- [Time Away & Other Benefits](#)
- [Work/Life Changes](#)
- [Contacts, Tools & Resources](#)
- [Benefits Blog](#)

[Home](#) > [Benefits Blog](#) > [Archive](#) > [401\(k\) Eligibility Change](#)

401(k) Eligibility Change

Tuesday, August 01, 2017

Author

The Benefits Team

Recent posts

[The Great American Smoke Out is Nov 16th](#)
November 03, 2017

[Health Savings Account Contribution Maximums](#)
November 01, 2017

[Submit Your 2016-2017 FSA Claims by September 30, 2017!](#)
September 05, 2017

[401\(k\) Eligibility Change](#)
August 01, 2017

[New Benefit Alert! Paid Parental Leave](#)
July 25, 2017

In support of the Financial Protection pillar under the Team Members First initiative, as of August 1st, the eligibility to participate in the TRU 401(k) Plan has changed from 1 year to 6 months (from date of hire) of continuous service. In addition, the requirement of having 1,000 hours worked in the first year of employment in order to be eligible has been removed. Team members still must be at least 21 years of age to make pre-tax contributions to the plan.

If you're an eligible team members that was hired after August 2016, your eligibility will be accelerated. This means that as of August 1, 2017, if you've satisfied the 6-month requirement, you'll immediately become eligible. For all others hired after August 2016, once you reach 6 months of service, you'll become eligible to enroll. **Once any team member becomes eligible, Fidelity, our 401(k) provider, sends enrollment materials via email and/or mail to the team member.**

A separate communication will be sent out to team members whose eligibility is accelerated, advising of the rule changes.

If you have any questions, contact Fidelity at 1-866-690-4015

[Download/Print a PDF of this page](#)

Rate This Page



What would you like to tell us about this page? (Feedback only please—we are unable to reply to questions here).

[Or give us feedback on the whole site](#)

[HOME](#)

[CONTACT US](#)

[FAQS](#)

[BENEFITS GLOSSARY](#)

[SITE MAP](#)

[PRIVACY](#)

[LEGAL DISCLAIMER](#)

[ABOUT TRU](#)



The information on this site does not supersede plan documents. If any information on this site conflicts, the plan documents will control in all cases.
For more information see full disclaimer. © 2017 Geoffrey, LLC. All Rights Reserved.