

# Benefits Overview

## BMC Software 401(k) Retirement Plan

### Plan Offers and Options

#### Options:

- Pre-Tax contributions
- Roth contributions
- After-Tax contributions
- Catch-Up contributions (available for age 50+)

#### Company Match

- BMC matches dollar for dollar up to 5% of each pay check
- Matching will be applied to Pre-Tax and/or Roth contributions only

#### Vesting

- Employee contributions are vested immediately
- Company matching contributions will vest when you reached two years of service.

### Resources

#### Enroll, rollovers, plan information, and/or make changes:

- [www.netbenefits.com](http://www.netbenefits.com) or call
  - 1-866-546-4424
- (please allow 4 days after hire date to register)*

#### BMC 401(k) Deferral Calculator

- [www.bmcstool.com](http://www.bmcstool.com)

#### Complimentary Financial 1:1 Guidance Employees

- Walk into a local branch or call
- 1-800-603-4015
- Earn bWell points for looking after your Financial Health.

#### Important Notes:

- If you do not enroll, your contributions to be 0. Please allow up to 2 payroll cycles for your changes to take effect.
- If you contributed to your former employer's 401(k) plan, please refer back to the Payroll section of this orientation deck for instructions on how to inform the payroll department of your YTD deferrals to avoid tax penalties at the end of the tax year.

### Netbenefits App

