

How Matching Works

100% First 2%, 50% Next 3%

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Employee Salary Deferral	Matching Contribution from CAPCO
1%	1.00%
2%	2.00%
3%	2.50%
4%	3.00%
5%	3.50%
6%	3.50%
Deferral Greater Than 6%	3.50%

- With this type of match structure, there is a dollar-for-dollar match until a participant reaches a deferral of 2%. Beyond a 2% deferral, they will be matched 50 cents on a dollar until they reach a total deferral of 5%
- Thus, if a participants defers beyond 5.0% they are maxed out at a total employer match of 3.5% of their compensation