

PG&E 401k Examples - How to Maximize Contributions

Scenario 1: Final Pay Employee with 20 years of service who makes \$60/hour in pension eligible pay, contributes 20% of their pre-tax pay to the 401k Plan. Does not elect the spillover to after-tax option.

Employer Match: 60% of up to 6% of eligible compensation.

IRS Pre-Tax Limit \$20,500 for the year.

Result: The employee reaches the IRS limit in October and stopped making 401k contributions. They also stopped receiving PG&E match when their contributions stopped.

Note that this scenario is the base case and references in terms of change in employer match are to this scenario.

Pay Period	Compensation	401k Pre-Tax Deduction	401k After Tax Deduction	PG&E Match	Year to Date Pre-Tax Contribution
1	\$4,800.00	\$960.00	\$0.00	\$172.80	\$960.00
2	\$4,800.00	\$960.00	\$0.00	\$172.80	\$1,920.00
3	\$4,800.00	\$960.00	\$0.00	\$172.80	\$2,880.00
4	\$4,800.00	\$960.00	\$0.00	\$172.80	\$3,840.00
5	\$4,800.00	\$960.00	\$0.00	\$172.80	\$4,800.00
6	\$4,800.00	\$960.00	\$0.00	\$172.80	\$5,760.00
7	\$4,800.00	\$960.00	\$0.00	\$172.80	\$6,720.00
8	\$4,800.00	\$960.00	\$0.00	\$172.80	\$7,680.00
9	\$4,800.00	\$960.00	\$0.00	\$172.80	\$8,640.00
10	\$4,800.00	\$960.00	\$0.00	\$172.80	\$9,600.00
11	\$4,800.00	\$960.00	\$0.00	\$172.80	\$10,560.00
12	\$4,800.00	\$960.00	\$0.00	\$172.80	\$11,520.00
13	\$4,800.00	\$960.00	\$0.00	\$172.80	\$12,480.00
14	\$4,800.00	\$960.00	\$0.00	\$172.80	\$13,440.00
15	\$4,800.00	\$960.00	\$0.00	\$172.80	\$14,400.00
16	\$4,800.00	\$960.00	\$0.00	\$172.80	\$15,360.00
17	\$4,800.00	\$960.00	\$0.00	\$172.80	\$16,320.00
18	\$4,800.00	\$960.00	\$0.00	\$172.80	\$17,280.00
19	\$4,800.00	\$960.00	\$0.00	\$172.80	\$18,240.00
20	\$4,800.00	\$960.00	\$0.00	\$172.80	\$19,200.00
21	\$4,800.00	\$960.00	\$0.00	\$172.80	\$20,160.00
22	\$4,800.00	\$340.00	\$0.00	\$172.80	\$20,500.00
23	\$4,800.00	\$0.00	\$0.00	\$0.00	\$20,500.00
24	\$4,800.00	\$0.00	\$0.00	\$0.00	\$20,500.00
25	\$4,800.00	\$0.00	\$0.00	\$0.00	\$20,500.00
26	\$4,800.00	\$0.00	\$0.00	\$0.00	\$20,500.00
<b>Total Annual Contributions</b>		<b>\$20,500.00</b>	<b>\$0.00</b>	<b>\$3,801.60</b>	<b>\$20,500.00</b>
	<b>Total Employee Contributions</b>		<b>\$20,500.00</b>		

PG&E 401k Examples - How to Maximize Contributions

Scenario 2: Final Pay Employee with 20 years of service who makes \$60/hour, contributes 20% of their pre-tax pay to the 401k Plan. Chooses After-Tax Spill Over Election.

Employer Match: 60% of up to 6% of eligible compensation.

IRS Pre-Tax Limit \$20,500 for the year.

Result: By electing the After-Tax Spillover, the employee received an additional \$691.20 in PG&E match and contributed \$4,460 in after tax contributions.

Note that as employee makes an after-tax contribution beginning in October, their take home pay for the last five pay periods of the year would be reduced relative to previous pay periods, because taxes are withheld from the after-tax contribution.

Employees may choose to roll-over their after-tax account balance to a Roth IRA (note that earnings on the after-tax 401k balance must be rolled over to a regular IRA or equivalent account).

Pay Period	Compensation	401k Pre-Tax Deduction	401k After Tax Deduction	PG&E Match	Year to Date Pre-Tax Contribution
1	\$4,800.00	\$960.00	\$0.00	\$172.80	\$960.00
2	\$4,800.00	\$960.00	\$0.00	\$172.80	\$1,920.00
3	\$4,800.00	\$960.00	\$0.00	\$172.80	\$2,880.00
4	\$4,800.00	\$960.00	\$0.00	\$172.80	\$3,840.00
5	\$4,800.00	\$960.00	\$0.00	\$172.80	\$4,800.00
6	\$4,800.00	\$960.00	\$0.00	\$172.80	\$5,760.00
7	\$4,800.00	\$960.00	\$0.00	\$172.80	\$6,720.00
8	\$4,800.00	\$960.00	\$0.00	\$172.80	\$7,680.00
9	\$4,800.00	\$960.00	\$0.00	\$172.80	\$8,640.00
10	\$4,800.00	\$960.00	\$0.00	\$172.80	\$9,600.00
11	\$4,800.00	\$960.00	\$0.00	\$172.80	\$10,560.00
12	\$4,800.00	\$960.00	\$0.00	\$172.80	\$11,520.00
13	\$4,800.00	\$960.00	\$0.00	\$172.80	\$12,480.00
14	\$4,800.00	\$960.00	\$0.00	\$172.80	\$13,440.00
15	\$4,800.00	\$960.00	\$0.00	\$172.80	\$14,400.00
16	\$4,800.00	\$960.00	\$0.00	\$172.80	\$15,360.00
17	\$4,800.00	\$960.00	\$0.00	\$172.80	\$16,320.00
18	\$4,800.00	\$960.00	\$0.00	\$172.80	\$17,280.00
19	\$4,800.00	\$960.00	\$0.00	\$172.80	\$18,240.00
20	\$4,800.00	\$960.00	\$0.00	\$172.80	\$19,200.00
21	\$4,800.00	\$960.00	\$0.00	\$172.80	\$20,160.00
22	\$4,800.00	\$340.00	\$620.00	\$172.80	\$20,500.00
23	\$4,800.00	\$0.00	\$960.00	\$172.80	\$20,500.00
24	\$4,800.00	\$0.00	\$960.00	\$172.80	\$20,500.00
25	\$4,800.00	\$0.00	\$960.00	\$172.80	\$20,500.00
26	\$4,800.00	\$0.00	\$960.00	\$172.80	\$20,500.00
<b>Total Annual Contributions</b>		<b>\$20,500.00</b>	<b>\$4,460.00</b>	<b>\$4,492.80</b>	<b>\$20,500.00</b>
	<b>Total Employee Contributions</b>	<b>\$24,960.00</b>			

PG&E 401k Examples - How to Maximize Contributions

Scenario 3: Final Pay Employee with 20 years of service who makes \$60/hour, spreads pre-tax contributions out over the year. Does not make any after tax contributions.

Employer Match: 60% of up to 6% of eligible compensation.

IRS Pre-Tax Limit \$20,500 for the year.

Result: Employee contributions are \$532 less than the IRS maximum pre-tax contributions for the year, but receives an additional \$691.20 (18%) in PG&E match.

Pay Period	Compensation	401k Pre-Tax Deduction	401k After Tax Deduction	PG&E Match	Year to Date Pre-Tax Contribution
1	\$4,800.00	\$768.00	\$0.00	\$172.80	\$768.00
2	\$4,800.00	\$768.00	\$0.00	\$172.80	\$1,536.00
3	\$4,800.00	\$768.00	\$0.00	\$172.80	\$2,304.00
4	\$4,800.00	\$768.00	\$0.00	\$172.80	\$3,072.00
5	\$4,800.00	\$768.00	\$0.00	\$172.80	\$3,840.00
6	\$4,800.00	\$768.00	\$0.00	\$172.80	\$4,608.00
7	\$4,800.00	\$768.00	\$0.00	\$172.80	\$5,376.00
8	\$4,800.00	\$768.00	\$0.00	\$172.80	\$6,144.00
9	\$4,800.00	\$768.00	\$0.00	\$172.80	\$6,912.00
10	\$4,800.00	\$768.00	\$0.00	\$172.80	\$7,680.00
11	\$4,800.00	\$768.00	\$0.00	\$172.80	\$8,448.00
12	\$4,800.00	\$768.00	\$0.00	\$172.80	\$9,216.00
13	\$4,800.00	\$768.00	\$0.00	\$172.80	\$9,984.00
14	\$4,800.00	\$768.00	\$0.00	\$172.80	\$10,752.00
15	\$4,800.00	\$768.00	\$0.00	\$172.80	\$11,520.00
16	\$4,800.00	\$768.00	\$0.00	\$172.80	\$12,288.00
17	\$4,800.00	\$768.00	\$0.00	\$172.80	\$13,056.00
18	\$4,800.00	\$768.00	\$0.00	\$172.80	\$13,824.00
19	\$4,800.00	\$768.00	\$0.00	\$172.80	\$14,592.00
20	\$4,800.00	\$768.00	\$0.00	\$172.80	\$15,360.00
21	\$4,800.00	\$768.00	\$0.00	\$172.80	\$16,128.00
22	\$4,800.00	\$768.00	\$0.00	\$172.80	\$16,896.00
23	\$4,800.00	\$768.00	\$0.00	\$172.80	\$17,664.00
24	\$4,800.00	\$768.00	\$0.00	\$172.80	\$18,432.00
25	\$4,800.00	\$768.00	\$0.00	\$172.80	\$19,200.00
26	\$4,800.00	\$768.00	\$0.00	\$172.80	\$19,968.00
<b>Total Annual Contributions</b>		<b>\$19,968.00</b>	<b>\$0.00</b>	<b>\$4,492.80</b>	<b>\$19,968.00</b>
		<b>Total Employee Contributions</b>			<b>\$19,968.00</b>

PG&E 401k Examples - How to Maximize Contributions

Scenario 4: Final Pay Employee with 20 years of service who makes \$60/hour, spreads pre-tax contributions out over the year and adjusts mid-year to achieve IRS maximum pre-tax contribution January through mid-June 17% contribution, 16% for the remainder of the year. Elects spillover.

Employer Match: 60% of up to 6% of eligible compensation.

IRS Pre-Tax Limit \$20,500 for the year.

Result: Employee contributes \$20,500, the IRS maximum pre-tax contributions for the year and receives an additional \$691.20 (18%) in PG&E match. Makes a small \$44.00 after tax contribution.

Note that as employee makes a small after-tax contribution, their take home pay in the final pay period would be slightly reduced compared with their previous payment, because taxes are withheld from the after-tax contribution.

Employees may choose to roll-over their after-tax account balance to a Roth IRA (note that earnings on the after-tax 401k balance must be rolled over to a regular IRA or equivalent account).

Pay Period	Compensation	401k Pre-Tax Deduction	401k After Tax Deduction	PG&E Match	Year to Date Pre-Tax Contribution
1	\$4,800.00	\$816.00	\$0.00	\$172.80	\$816.00
2	\$4,800.00	\$816.00	\$0.00	\$172.80	\$1,632.00
3	\$4,800.00	\$816.00	\$0.00	\$172.80	\$2,448.00
4	\$4,800.00	\$816.00	\$0.00	\$172.80	\$3,264.00
5	\$4,800.00	\$816.00	\$0.00	\$172.80	\$4,080.00
6	\$4,800.00	\$816.00	\$0.00	\$172.80	\$4,896.00
7	\$4,800.00	\$816.00	\$0.00	\$172.80	\$5,712.00
8	\$4,800.00	\$816.00	\$0.00	\$172.80	\$6,528.00
9	\$4,800.00	\$816.00	\$0.00	\$172.80	\$7,344.00
10	\$4,800.00	\$816.00	\$0.00	\$172.80	\$8,160.00
11	\$4,800.00	\$816.00	\$0.00	\$172.80	\$8,976.00
12	\$4,800.00	\$816.00	\$0.00	\$172.80	\$9,792.00
13	\$4,800.00	\$768.00	\$0.00	\$172.80	\$10,560.00
14	\$4,800.00	\$768.00	\$0.00	\$172.80	\$11,328.00
15	\$4,800.00	\$768.00	\$0.00	\$172.80	\$12,096.00
16	\$4,800.00	\$768.00	\$0.00	\$172.80	\$12,864.00
17	\$4,800.00	\$768.00	\$0.00	\$172.80	\$13,632.00
18	\$4,800.00	\$768.00	\$0.00	\$172.80	\$14,400.00
19	\$4,800.00	\$768.00	\$0.00	\$172.80	\$15,168.00
20	\$4,800.00	\$768.00	\$0.00	\$172.80	\$15,936.00
21	\$4,800.00	\$768.00	\$0.00	\$172.80	\$16,704.00
22	\$4,800.00	\$768.00	\$0.00	\$172.80	\$17,472.00
23	\$4,800.00	\$768.00	\$0.00	\$172.80	\$18,240.00
24	\$4,800.00	\$768.00	\$0.00	\$172.80	\$19,008.00
25	\$4,800.00	\$768.00	\$0.00	\$172.80	\$19,776.00
26	\$4,800.00	\$724.00	\$44.00	\$172.80	\$20,500.00
<b>Total Annual Contributions</b>		<b>\$20,500.00</b>	<b>\$44.00</b>	<b>\$4,492.80</b>	<b>\$20,500.00</b>
	<b>Total Employee Contributions</b>	<b>\$20,544.00</b>			

PG&E 401k Examples - How to Maximize Contributions

Scenario 5: Final Pay Employee with 8 years of service who makes \$60/hour, contributes at the plan maximum of 20%, with pre-tax set to hit the pre-tax annual limit by the end of the year. Elects spillover.

Employer Match: 60% of up to 6% of eligible compensation.

IRS Pre-Tax Limit \$20,500 for the year.

Result: Employee contributes \$20,500, the IRS maximum pre-tax contributions for the year, contributes \$4,460 in after tax contributions, and receives an additional \$691.00 (18%) in PG&E match.

Employees may choose to roll-over their after-tax account balance to a Roth IRA (note that earnings on the after-tax 401k balance must be rolled over to a regular IRA or equivalent account).

Pay Period	Compensation	401k Pre-Tax Deduction	401k After Tax Deduction	PG&E Match	Year to Date Pre-Tax Contribution
1	\$4,800.00	\$816.00	\$144.00	\$172.80	\$816.00
2	\$4,800.00	\$816.00	\$144.00	\$172.80	\$1,632.00
3	\$4,800.00	\$816.00	\$144.00	\$172.80	\$2,448.00
4	\$4,800.00	\$816.00	\$144.00	\$172.80	\$3,264.00
5	\$4,800.00	\$816.00	\$144.00	\$172.80	\$4,080.00
6	\$4,800.00	\$816.00	\$144.00	\$172.80	\$4,896.00
7	\$4,800.00	\$816.00	\$144.00	\$172.80	\$5,712.00
8	\$4,800.00	\$816.00	\$144.00	\$172.80	\$6,528.00
9	\$4,800.00	\$816.00	\$144.00	\$172.80	\$7,344.00
10	\$4,800.00	\$816.00	\$144.00	\$172.80	\$8,160.00
11	\$4,800.00	\$816.00	\$144.00	\$172.80	\$8,976.00
12	\$4,800.00	\$816.00	\$144.00	\$172.80	\$9,792.00
13	\$4,800.00	\$816.00	\$144.00	\$172.80	\$10,608.00
14	\$4,800.00	\$816.00	\$144.00	\$172.80	\$11,424.00
15	\$4,800.00	\$816.00	\$144.00	\$172.80	\$12,240.00
16	\$4,800.00	\$816.00	\$144.00	\$172.80	\$13,056.00
17	\$4,800.00	\$816.00	\$144.00	\$172.80	\$13,872.00
18	\$4,800.00	\$816.00	\$144.00	\$172.80	\$14,688.00
19	\$4,800.00	\$816.00	\$144.00	\$172.80	\$15,504.00
20	\$4,800.00	\$816.00	\$144.00	\$172.80	\$16,320.00
21	\$4,800.00	\$816.00	\$144.00	\$172.80	\$17,136.00
22	\$4,800.00	\$816.00	\$144.00	\$172.80	\$17,952.00
23	\$4,800.00	\$816.00	\$144.00	\$172.80	\$18,768.00
24	\$4,800.00	\$816.00	\$144.00	\$172.80	\$19,584.00
25	\$4,800.00	\$816.00	\$144.00	\$172.80	\$20,400.00
26	\$4,800.00	\$100.00	\$860.00	\$172.80	\$20,500.00
<b>Total Annual Contributions</b>		<b>\$20,500.00</b>	<b>\$4,460.00</b>	<b>\$4,492.80</b>	<b>\$20,500.00</b>
<b>Total Employee Contributions</b>			<b>\$24,960.00</b>		

PG&E 401k Examples - How to Maximize Contributions

Scenario 1: Cash Balance Employee with 5 years of service who makes \$60/hour in pension eligible pay, contributes 20% of their pre-tax pay to the 401k Plan. Does not elect the spillover to after-tax option.

Employer Match: 75% of up to 8% of eligible compensation.

IRS Pre-Tax Limit \$20,500 for the year.

Result: The employee reaches the IRS limit in October and stopped making 401k contributions. They also stopped receiving PG&E match when their contributions stopped.

Note that this scenario is the base case and references in terms of change in employer match are to this scenario.

Pay Period	Compensation	401k Pre-Tax Deduction	401k After Tax Deduction	PG&E Match	Year to Date Pre-Tax Contribution
1	\$4,800.00	\$960.00	\$0.00	\$288.00	\$960.00
2	\$4,800.00	\$960.00	\$0.00	\$288.00	\$1,920.00
3	\$4,800.00	\$960.00	\$0.00	\$288.00	\$2,880.00
4	\$4,800.00	\$960.00	\$0.00	\$288.00	\$3,840.00
5	\$4,800.00	\$960.00	\$0.00	\$288.00	\$4,800.00
6	\$4,800.00	\$960.00	\$0.00	\$288.00	\$5,760.00
7	\$4,800.00	\$960.00	\$0.00	\$288.00	\$6,720.00
8	\$4,800.00	\$960.00	\$0.00	\$288.00	\$7,680.00
9	\$4,800.00	\$960.00	\$0.00	\$288.00	\$8,640.00
10	\$4,800.00	\$960.00	\$0.00	\$288.00	\$9,600.00
11	\$4,800.00	\$960.00	\$0.00	\$288.00	\$10,560.00
12	\$4,800.00	\$960.00	\$0.00	\$288.00	\$11,520.00
13	\$4,800.00	\$960.00	\$0.00	\$288.00	\$12,480.00
14	\$4,800.00	\$960.00	\$0.00	\$288.00	\$13,440.00
15	\$4,800.00	\$960.00	\$0.00	\$288.00	\$14,400.00
16	\$4,800.00	\$960.00	\$0.00	\$288.00	\$15,360.00
17	\$4,800.00	\$960.00	\$0.00	\$288.00	\$16,320.00
18	\$4,800.00	\$960.00	\$0.00	\$288.00	\$17,280.00
19	\$4,800.00	\$960.00	\$0.00	\$288.00	\$18,240.00
20	\$4,800.00	\$960.00	\$0.00	\$288.00	\$19,200.00
21	\$4,800.00	\$960.00	\$0.00	\$288.00	\$20,160.00
22	\$4,800.00	\$340.00	\$0.00	\$255.00	\$20,500.00
23	\$4,800.00	\$0.00	\$0.00	\$0.00	\$20,500.00
24	\$4,800.00	\$0.00	\$0.00	\$0.00	\$20,500.00
25	\$4,800.00	\$0.00	\$0.00	\$0.00	\$20,500.00
26	\$4,800.00	\$0.00	\$0.00	\$0.00	\$20,500.00
<b>Total Annual Contributions</b>		<b>\$20,500.00</b>	<b>\$0.00</b>	<b>\$6,303.00</b>	<b>\$20,500.00</b>
	<b>Total Employee Contributions</b>		<b>\$20,500.00</b>		

PG&E 401k Examples - How to Maximize Contributions

Scenario 2: Cash Balance Employee with 2 years of service who makes \$60/hour, contributes 20% of their pre-tax pay to the 401k Plan. Chooses After-Tax Spill Over Election.

Employer Match: 75% of up to 8% of eligible compensation.

IRS Pre-Tax Limit \$20,500 for the year.

Result: By electing the After-Tax Spillover, the employee received an additional \$1,185.00 in PG&E match and contributed \$4,460 in after tax contributions.

Note that as employee makes an after-tax contribution beginning in October, their take home pay for the last five pay periods of the year would be reduced relative to previous pay periods, because taxes are withheld from the after-tax contribution.

Employees may choose to roll-over their after-tax account balance to a Roth IRA (note that earnings on the after-tax 401k balance must be rolled over to a regular IRA or equivalent account).

Pay Period	Compensation	401k Pre-Tax Deduction	401k After Tax Deduction	PG&E Match	Year to Date Pre-Tax Contribution
1	\$4,800.00	\$960.00	\$0.00	\$288.00	\$960.00
2	\$4,800.00	\$960.00	\$0.00	\$288.00	\$1,920.00
3	\$4,800.00	\$960.00	\$0.00	\$288.00	\$2,880.00
4	\$4,800.00	\$960.00	\$0.00	\$288.00	\$3,840.00
5	\$4,800.00	\$960.00	\$0.00	\$288.00	\$4,800.00
6	\$4,800.00	\$960.00	\$0.00	\$288.00	\$5,760.00
7	\$4,800.00	\$960.00	\$0.00	\$288.00	\$6,720.00
8	\$4,800.00	\$960.00	\$0.00	\$288.00	\$7,680.00
9	\$4,800.00	\$960.00	\$0.00	\$288.00	\$8,640.00
10	\$4,800.00	\$960.00	\$0.00	\$288.00	\$9,600.00
11	\$4,800.00	\$960.00	\$0.00	\$288.00	\$10,560.00
12	\$4,800.00	\$960.00	\$0.00	\$288.00	\$11,520.00
13	\$4,800.00	\$960.00	\$0.00	\$288.00	\$12,480.00
14	\$4,800.00	\$960.00	\$0.00	\$288.00	\$13,440.00
15	\$4,800.00	\$960.00	\$0.00	\$288.00	\$14,400.00
16	\$4,800.00	\$960.00	\$0.00	\$288.00	\$15,360.00
17	\$4,800.00	\$960.00	\$0.00	\$288.00	\$16,320.00
18	\$4,800.00	\$960.00	\$0.00	\$288.00	\$17,280.00
19	\$4,800.00	\$960.00	\$0.00	\$288.00	\$18,240.00
20	\$4,800.00	\$960.00	\$0.00	\$288.00	\$19,200.00
21	\$4,800.00	\$960.00	\$0.00	\$288.00	\$20,160.00
22	\$4,800.00	\$340.00	\$620.00	\$288.00	\$20,500.00
23	\$4,800.00	\$0.00	\$960.00	\$288.00	\$20,500.00
24	\$4,800.00	\$0.00	\$960.00	\$288.00	\$20,500.00
25	\$4,800.00	\$0.00	\$960.00	\$288.00	\$20,500.00
26	\$4,800.00	\$0.00	\$960.00	\$288.00	\$20,500.00
<b>Total Annual Contributions</b>		<b>\$20,500.00</b>	<b>\$4,460.00</b>	<b>\$7,488.00</b>	<b>\$20,500.00</b>
<b>Total Employee Contributions</b>			<b>\$24,960.00</b>		

PG&E 401k Examples - How to Maximize Contributions

Scenario 3: Cash Balance Employee with 2 years of service who makes \$60/hour, spreads pre-tax contributions out over the year. Does not make any after tax contributions.

Employer Match: 75% of up to 8% of eligible compensation.

IRS Pre-Tax Limit \$20,500 for the year.

Result: Employee contributions are \$532 less than the IRS maximum pre-tax contributions for the year, but receives an additional \$1,185.00 (19%) in PG&E match.

Pay Period	Compensation	401k Pre-Tax Deduction	401k After Tax Deduction	PG&E Match	Year to Date Pre-Tax Contribution
1	\$4,800.00	\$768.00	\$0.00	\$288.00	\$768.00
2	\$4,800.00	\$768.00	\$0.00	\$288.00	\$1,536.00
3	\$4,800.00	\$768.00	\$0.00	\$288.00	\$2,304.00
4	\$4,800.00	\$768.00	\$0.00	\$288.00	\$3,072.00
5	\$4,800.00	\$768.00	\$0.00	\$288.00	\$3,840.00
6	\$4,800.00	\$768.00	\$0.00	\$288.00	\$4,608.00
7	\$4,800.00	\$768.00	\$0.00	\$288.00	\$5,376.00
8	\$4,800.00	\$768.00	\$0.00	\$288.00	\$6,144.00
9	\$4,800.00	\$768.00	\$0.00	\$288.00	\$6,912.00
10	\$4,800.00	\$768.00	\$0.00	\$288.00	\$7,680.00
11	\$4,800.00	\$768.00	\$0.00	\$288.00	\$8,448.00
12	\$4,800.00	\$768.00	\$0.00	\$288.00	\$9,216.00
13	\$4,800.00	\$768.00	\$0.00	\$288.00	\$9,984.00
14	\$4,800.00	\$768.00	\$0.00	\$288.00	\$10,752.00
15	\$4,800.00	\$768.00	\$0.00	\$288.00	\$11,520.00
16	\$4,800.00	\$768.00	\$0.00	\$288.00	\$12,288.00
17	\$4,800.00	\$768.00	\$0.00	\$288.00	\$13,056.00
18	\$4,800.00	\$768.00	\$0.00	\$288.00	\$13,824.00
19	\$4,800.00	\$768.00	\$0.00	\$288.00	\$14,592.00
20	\$4,800.00	\$768.00	\$0.00	\$288.00	\$15,360.00
21	\$4,800.00	\$768.00	\$0.00	\$288.00	\$16,128.00
22	\$4,800.00	\$768.00	\$0.00	\$288.00	\$16,896.00
23	\$4,800.00	\$768.00	\$0.00	\$288.00	\$17,664.00
24	\$4,800.00	\$768.00	\$0.00	\$288.00	\$18,432.00
25	\$4,800.00	\$768.00	\$0.00	\$288.00	\$19,200.00
26	\$4,800.00	\$768.00	\$0.00	\$288.00	\$19,968.00
<b>Total Annual Contributions</b>		<b>\$19,968.00</b>	<b>\$0.00</b>	<b>\$7,488.00</b>	<b>\$19,968.00</b>
			<b>\$19,968.00</b>		



PG&E 401k Examples - How to Maximize Contributions

Scenario 4: Cash Balance Employee with 8 years of service who makes \$60/hour, spreads pre-tax contributions out over the year and adjusts mid-year to achieve IRS maximum pre-tax contribution January through mid-June 17% contribution, 16% for the remainder of the year. Elects spillover.

Employer Match: 75% of up to 8% of eligible compensation.

IRS Pre-Tax Limit \$20,500 for the year.

Result: Employee contributes \$20,500, the IRS maximum pre-tax contributions for the year and receives an additional \$1,185.00 (19%) in PG&E match. Employee makes a small \$44.00 after tax contribution.

Note that as employee makes a small after-tax contribution, their take home pay in the final pay period would be slightly reduced compared with their previous payment, because taxes are withheld from the after-tax contribution.

Employees may choose to roll-over their after-tax account balance to a Roth IRA (note that earnings on the after-tax 401k balance must be rolled over to a regular IRA or equivalent account).

Pay Period	Compensation	401k Pre-Tax Deduction	401k After Tax Deduction	PG&E Match	Year to Date Pre-Tax Contribution
1	\$4,800.00	\$816.00	\$0.00	\$288.00	\$816.00
2	\$4,800.00	\$816.00	\$0.00	\$288.00	\$1,632.00
3	\$4,800.00	\$816.00	\$0.00	\$288.00	\$2,448.00
4	\$4,800.00	\$816.00	\$0.00	\$288.00	\$3,264.00
5	\$4,800.00	\$816.00	\$0.00	\$288.00	\$4,080.00
6	\$4,800.00	\$816.00	\$0.00	\$288.00	\$4,896.00
7	\$4,800.00	\$816.00	\$0.00	\$288.00	\$5,712.00
8	\$4,800.00	\$816.00	\$0.00	\$288.00	\$6,528.00
9	\$4,800.00	\$816.00	\$0.00	\$288.00	\$7,344.00
10	\$4,800.00	\$816.00	\$0.00	\$288.00	\$8,160.00
11	\$4,800.00	\$816.00	\$0.00	\$288.00	\$8,976.00
12	\$4,800.00	\$816.00	\$0.00	\$288.00	\$9,792.00
13	\$4,800.00	\$768.00	\$0.00	\$288.00	\$10,560.00
14	\$4,800.00	\$768.00	\$0.00	\$288.00	\$11,328.00
15	\$4,800.00	\$768.00	\$0.00	\$288.00	\$12,096.00
16	\$4,800.00	\$768.00	\$0.00	\$288.00	\$12,864.00
17	\$4,800.00	\$768.00	\$0.00	\$288.00	\$13,632.00
18	\$4,800.00	\$768.00	\$0.00	\$288.00	\$14,400.00
19	\$4,800.00	\$768.00	\$0.00	\$288.00	\$15,168.00
20	\$4,800.00	\$768.00	\$0.00	\$288.00	\$15,936.00
21	\$4,800.00	\$768.00	\$0.00	\$288.00	\$16,704.00
22	\$4,800.00	\$768.00	\$0.00	\$288.00	\$17,472.00
23	\$4,800.00	\$768.00	\$0.00	\$288.00	\$18,240.00
24	\$4,800.00	\$768.00	\$0.00	\$288.00	\$19,008.00
25	\$4,800.00	\$768.00	\$0.00	\$288.00	\$19,776.00
26	\$4,800.00	\$724.00	\$44.00	\$288.00	\$20,500.00
<b>Total Annual Contributions</b>		<b>\$20,500.00</b>	<b>\$44.00</b>	<b>\$7,488.00</b>	<b>\$20,500.00</b>
<b>Total Employee Contributions</b>		<b>\$20,544.00</b>			

PG&E 401k Examples - How to Maximize Contributions

Scenario 5: Cash Balance Employee with 8 years of service who makes \$60/hour, contributes at the plan maximum of 20%, with pre-tax set to hit the pre-tax annual limit by the end of the year. Elects spillover.

Employer Match: 75% of up to 8% of eligible compensation.

IRS Pre-Tax Limit \$20,500 for the year.

Result: Employee contributes \$20,500, the IRS maximum pre-tax contributions for the year, contributes \$4,460 in after tax contributions, and receives an additional \$1,185.00 (19%) in PG&E match.

Employees may choose to roll-over their after-tax account balance to a Roth IRA (note that earnings on the after-tax 401k balance must be rolled over to a regular IRA or equivalent account).

Pay Period	Compensation	401k Pre-Tax Deduction	401k After Tax Deduction	PG&E Match	Year to Date Pre-Tax Contribution
1	\$4,800.00	\$816.00	\$144.00	\$288.00	\$816.00
2	\$4,800.00	\$816.00	\$144.00	\$288.00	\$1,632.00
3	\$4,800.00	\$816.00	\$144.00	\$288.00	\$2,448.00
4	\$4,800.00	\$816.00	\$144.00	\$288.00	\$3,264.00
5	\$4,800.00	\$816.00	\$144.00	\$288.00	\$4,080.00
6	\$4,800.00	\$816.00	\$144.00	\$288.00	\$4,896.00
7	\$4,800.00	\$816.00	\$144.00	\$288.00	\$5,712.00
8	\$4,800.00	\$816.00	\$144.00	\$288.00	\$6,528.00
9	\$4,800.00	\$816.00	\$144.00	\$288.00	\$7,344.00
10	\$4,800.00	\$816.00	\$144.00	\$288.00	\$8,160.00
11	\$4,800.00	\$816.00	\$144.00	\$288.00	\$8,976.00
12	\$4,800.00	\$816.00	\$144.00	\$288.00	\$9,792.00
13	\$4,800.00	\$816.00	\$144.00	\$288.00	\$10,608.00
14	\$4,800.00	\$816.00	\$144.00	\$288.00	\$11,424.00
15	\$4,800.00	\$816.00	\$144.00	\$288.00	\$12,240.00
16	\$4,800.00	\$816.00	\$144.00	\$288.00	\$13,056.00
17	\$4,800.00	\$816.00	\$144.00	\$288.00	\$13,872.00
18	\$4,800.00	\$816.00	\$144.00	\$288.00	\$14,688.00
19	\$4,800.00	\$816.00	\$144.00	\$288.00	\$15,504.00
20	\$4,800.00	\$816.00	\$144.00	\$288.00	\$16,320.00
21	\$4,800.00	\$816.00	\$144.00	\$288.00	\$17,136.00
22	\$4,800.00	\$816.00	\$144.00	\$288.00	\$17,952.00
23	\$4,800.00	\$816.00	\$144.00	\$288.00	\$18,768.00
24	\$4,800.00	\$816.00	\$144.00	\$288.00	\$19,584.00
25	\$4,800.00	\$816.00	\$144.00	\$288.00	\$20,400.00
26	\$4,800.00	\$100.00	\$860.00	\$288.00	\$20,500.00
<b>Total Annual Contributions</b>		<b>\$20,500.00</b>	<b>\$4,460.00</b>	<b>\$7,488.00</b>	<b>\$20,500.00</b>
<b>Total Employee Contributions</b>			<b>\$24,960.00</b>		