

# Retirement Plan

Foothills currently participates in the [UUA](#) 401(k) Plan. The Church currently contributes 10% of the employee's annual compensation for all eligible employees. Eligible employees may also make voluntary employee contributions. Specific and up-to-date plan details regarding eligibility, annual contribution limits, and investment options are available on the [UUA](#) website. Find details here: <https://www.uua.org/finance/compensation/retirement>.

Eligible employees are currently defined as those who are employed 1,000 hours or more per year, who have reached the age of 18, and who have completed one year of service with any one or combination of [UUA](#) organizations. Eligible employees may be enrolled as participants in the [UUA](#) 401(k) on the first day of the month after meeting these requirements. A year of service is defined as a twelve-month period in which an employee completes at least 1,000 hours of paid employment. All participants have an immediate vesting and non-forfeitable interest in their assets in the Plan.

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