



Frequently Asked Questions (FAQ)

401(k) Education and Auto-Enrollment

This FAQ is designed to help team members, Operations Managers, Regional Managers, and leaders understand the upcoming 401(k) launch, auto-enrollment process, and where to go for support.

Our goal is for team members to stay enrolled in the 401(k) program because they understand the value, feel confident in their choice, and are satisfied with the experience. This is about education, access, and helping our teams create financial habits that can last a lifetime.

General 401(k) Questions

1. What is a 401(k)?

A 401(k) is a retirement savings account offered through an employer. It allows eligible team members to set aside money from their paycheck for the future.

A simple way to think about it is this: a 401(k) helps you build a financial habit one paycheck at a time.

2. Why is Lone Peak talking about 401(k)s now?

Lone Peak is making it easier for eligible team members to participate in the 401(k) program. We have offered a 401(k) before, but this launch includes some important updates, including auto-enrollment and expanded access.

This is part of our continued investment in our people. Every day, we help patients create healthy habits that last a lifetime. We also want to help our team members create financial habits that can last a lifetime.

3. Why is this important?

A 401(k) can help team members take a step toward future financial confidence. You do not have to know everything about retirement or investing to begin learning. This education series is designed to make the information simple, clear, and approachable so team members understand their options before making a decision.

Auto-Enrollment Questions

4. Who is eligible to participate in the 401(k)?

All doctors and team members are eligible to participate in the 401(k) if they are at least 21 years old.

5. What does auto-enrollment mean?

Auto-enrollment means eligible team members will be automatically enrolled in the 401(k) program unless they choose another option by the deadline listed in their enrollment materials.

6. Does auto-enrollment mean I do not have a choice?

No. You still have choices.

Eligible team members can:

- Be auto-enrolled at 3%
- Change their contribution (more or less than 3%)
- Opt out completely

Auto-enrollment helps make it easier to get started, but team members are still in control.

7. What is the default contribution amount?

The default auto-enrollment contribution is expected to be 3%.

That means 3% of eligible pay would go into the 401(k) unless the team member changes the contribution or opts out.

8. What if I forget to opt out and decide later that I do not want to participate?

Eligible team members have an additional 90 day opt-out window after contributions begin. If you decide you do not want to participate, you have 90 days from 6/26/2026 to opt out and request a refund of your 401(k) contributions.

After that 90-day window, you will be able to stop future contributions, but the money already contributed cannot be refunded without taxes or penalties, based on plan rules.

9. Can I contribute less than 3%?

Yes. You may choose a contribution amount lower than the 3% automatic enrollment amount through your Voya account, based on the options available in the plan.

10. Can I contribute more than 3%?

Yes, You may choose to contribute more with 6% being the average most people contribute. Please be sure to note annual IRS contribution limits to ensure you do not exceed.

11. Can I choose a flat dollar amount instead of a percentage?

No, you have to choose a percentage but it will display the dollar amount associated with that percentage.

Enrollment, Opt-Out, and Changes

12. When does the plan go live?

The plan is effective June 1, 2026.

13. When will paycheck deductions start?

The first paycheck team members will see 401(k) deductions on is 6/26/2026.

After that, any updates to your contribution must be submitted within the pay period's effective dates to apply to that payroll. If a change is submitted after the effective dates for that pay period, it may not appear until a future paycheck.

All contribution changes must be made through your Voya account. Managers and Payroll cannot make 401(k) election changes on behalf of a team member.

14. How do I opt out?

Team members who do not want to participate will need to follow the opt-out instructions in their enrollment materials or Voya account. The auto-enrollment opt out date is 6/6/2026.

Managers and Payroll cannot opt out on behalf of a team member.

15. If I opt out now, can I enroll later?

Yes, you can opt out and re-enroll up to 26 times per calendar year.

16. If I stay enrolled, can I change my contribution later?

Yes, you can increase, decrease or remove your contribution throughout the year.

Participant Questions

17. Does Lone Peak offer a 401(k) match?

There is no guaranteed company match at this time.

- Our first priority is expanding access to the 401(k) program for eligible team members.
- Our second priority is continuing to grow the business in a sustainable way that may allow the program to grow or be strengthened over time.

18. Can Doctors participate?

Yes. Doctors are now able to participate, which is one of the exciting updates with this launch.

This has been a common question and request in the past, and expanding access is part of why this launch matters.

19. What if I am already participating in the current 401(k)?

Your current 401(k) account will roll over in July after a blackout period. You will receive additional information regarding the blackout period by mail.

20. What if I am already contributing more than 3%?

You will have to log in to your ADP/Voya account to increase your new contribution. You will be auto-enrolled at the 3%.

Limits and Catch-Up Contributions

21. Are there annual limits on how much I can contribute?

Yes. The IRS sets annual contribution limits for 401(k) plans.

For 2026, the employee elective deferral limit for most 401(k) plans is \$24,500. Team members age 50 or older may be eligible for additional catch-up contributions, if allowed by the plan.

22. What are catch-up contributions?

Catch-up contributions allow eligible team members age 50 or older to contribute additional money above the standard annual 401(k) limit, if allowed by the plan.

For 2026, the standard catch-up contribution limit for most 401(k) plans is \$8,000 for participants age 50 or older. A higher catch-up limit of \$11,250 applies for eligible participants ages 60–63, if allowed by the plan.

23. What are Roth catch-up contributions for high wage earners?

Starting in 2026, certain high wage earners may be required to make catch-up contributions as Roth, or after-tax, contributions.

This is a more technical topic and may not apply to most team members. Anyone with questions about catch-up contributions should review the Voya materials or contact Voya directly.

Support and Financial Advice

24. Can my manager tell me how much I should contribute?

No. Managers cannot provide personal financial advice or tell team members how much to contribute.

Managers can help team members find resources, understand where to go, and know the available choices. For personal financial questions, team members should use Voya resources or consult a qualified financial advisor.

25. Who should managers send questions to?

Managers should direct team members to the official Voya resources for account-specific or financial questions.

For internal questions about communication, timing, or where to find resources, managers can reach out through the People Team people@lonepeakdentalgroup.com