



# Trinity Health 403(b) Retirement Savings Plan

Trinity Health is committed to providing a retirement benefit that supports the needs of you and your family. Serving together is a partnership. The Trinity Health 403(b) Retirement Savings Plan includes both employer contributions and colleague tax-deferred savings that, when combined, provide a meaningful retirement benefit. Investment professionals recommend that employer and colleague savings for retirement target from 9% to 15% of annual pay throughout your career in order to adequately prepare for your retirement years<sup>1</sup>. *When contributing 6% of pay*, the Retirement Savings Plan will provide eligible colleagues with annual retirement savings between **10.5% and 13.5% of pay** (based on years of service) when combined with contributions provided by Trinity Health. The Trinity Health 403(b) Retirement Savings Plan is as easy as 1-2-3.

## 1 Core Contributions

Full-time Trinity Health colleagues will receive the greater of 3% of Retirement Program Pay or the Minimum Core Contribution, which is \$1,200. The Minimum Core Contribution will be pro-rated for part-time colleagues. Core contributions are received when you have earned 1,000 hours<sup>2</sup> of service in the calendar year. The first deposit will be based on your pay up until that date and subsequent deposits will be made shortly following each pay period.

## 2 Service-Based Matching Contributions

Eligible colleagues who contribute to the Trinity Health 403(b) Retirement Savings Plan will receive service-based matching employer contributions. Colleagues scheduled/budgeted to work 1,560 hours or more annually will begin receiving matching contributions shortly after each pay period, while those scheduled/budgeted to work less than 1,560 hours will receive matching contributions once they have earned 1,000 hours of service in the calendar year. Employer matching contributions will be based on Retirement Program pay and contributions from the beginning of the calendar year up until a colleague works 1,000 hours in the calendar year, and subsequent deposits will be made shortly following each pay period.

Years of Benefit Service	Service-Based Matching contribution	Total Service-Based Matching Contribution (when eligible colleagues contribute 6%)
0 but less than 10	25% on 6%	1.5%
10 but less than 20	50% on 6%	3.0%
20 or more years	75% on 6%	4.5%

## 3 Colleague Contributions

- *Automatic payroll deduction makes saving easy!* Colleagues hired after 1/1/15 are *automatically enrolled* in the 403(b) with a contribution rate of 2% of pay. Those hired before 1/1/15 may enroll at any time. *Pre-tax contributions* may be made up to 75% of pay or the annual IRS limit which is \$18,000 for 2015. If you turn 50 or older in 2015, you can contribute an additional \$6,000, called the “age 50 catch-up contributions.”
- Contributions can be increased, decreased or discontinued at any time by logging into your account at <https://retirement.program.trinity-health.org>, by calling the Customer Contact Center at 800-394-5240 or by contacting your local Transamerica Retirement Solutions retirement planning consultant.<sup>3</sup>
- Be sure to contribute at least 6% of your pay to earn the maximum employer match described in part 2. Saving as much as you can may significantly increase the likelihood of attaining financial security for your non-working years.

### Vesting

Vesting refers to ownership of an employer benefit. Colleagues are vested when they reach three years of service, or age 65 while employed at Trinity Health. A year of service is earned when a colleague works 1,000 hours in a calendar year. Vesting service earned prior to January 1, 2015 counts toward vesting in the Retirement Savings Plan.

### Plan Administrative Fees and Credits

- **Fee:** A quarterly fee for administrative expenses of \$10.25 (\$41 annually) will be assessed to your account.
- **Credit:** Depending on the funds that you are invested in, you may receive a credit to your account based on revenue sharing agreements with eligible funds. Information about fees and expenses can be found on the plan website.

### Withdrawals

You can take a withdrawal from your account under the following circumstances:

- You leave employment with Trinity Health
- Financial hardship as defined by the IRS
- Reaching age 59½ while in-service
- Death
- Loans (in-service only)

You will have to pay taxes on the amount of the withdrawal and, if taken before age 59½, you may pay an additional 10% early withdrawal tax penalty. Consult your tax advisor before taking a withdrawal.

Year of Birth	Vanguard Target Date Fund
Before 1945	Vanguard Target Retirement Income Fund
1945-1949	Vanguard Target Retirement 2010 Fund
1950-1954	Vanguard Target Retirement 2015 Fund
1955-1959	Vanguard Target Retirement 2020 Fund
1960-1964	Vanguard Target Retirement 2025 Fund
1965-1969	Vanguard Target Retirement 2030 Fund
1970-1974	Vanguard Target Retirement 2035 Fund
1975-1979	Vanguard Target Retirement 2040 Fund
1980-1984	Vanguard Target Retirement 2045 Fund
1985-1989	Vanguard Target Retirement 2050 Fund
1990-1995	Vanguard Target Retirement 2055 Fund
1995 and after	Vanguard Target Retirement 2060 Fund

### Investment options

The 403(b) Plan offers 13 stock and bond mutual funds, Vanguard Target Retirement Date funds as well as a money market fund and the Lincoln Stable Value account. Those who are automatically enrolled in the 403(b) Plan will be invested in the Vanguard Target Retirement Date Fund<sup>4</sup> based on the date closest to when you reach age 65. Your investment allocation can be changed at any time.

### Automatic Distributions After Employment Ends

- **Over \$5,000:** If you leave the organization and have an account balance over \$5,000, you may leave your balance in the Plan, where you'll still have access to the investment funds and retirement planning tools. You can choose to roll your account balance out of the plan. If you roll your balance to another qualified retirement plan or rollover IRA, taxes will continue to be deferred on your account balance. If, however, you choose to take a cash distribution, income taxes will apply (penalty taxes may also apply).
- **Less than \$5,000:** If you leave the organization and have a vested account balance between \$1,000 and \$5,000, a Transamerica rollover IRA will automatically be set up for you.
- **Less than \$1,000:** If you leave the organization with a vested account balance of less than \$1,000, your account balance will automatically be cashed out to you. Income taxes will apply (penalty taxes may also apply) unless you notify Transamerica that you want to roll over your balance to another qualified plan or IRA.

### Support

- Access your account from the retirement program website: <https://retirementprogram.trinity-health.org>
- Toll-free Customer Contact Center: 800.394.5240. Select option 1 for the automated voice response system or option 2 to speak to a retirement savings plan specialist between 8 a.m. and 11 p.m. Eastern Time.
- Your local retirement planning consultants are available for individual consultations. Find your consultant from the plan website under the *Contact Us* tab or check with your local HR Department.

<sup>1</sup>How America Saves 2013 – A report on Vanguard 2012 defined contribution plan data.

<sup>2</sup>Hours requirements do not apply to 1) West/Midwest colleagues with at least five years of vesting service or who are at least age 65 as of December 31, 2014 or 2) colleagues who were actively participating in the Sisters of Providence Health System 403(b) program as of September 15, 2012. For these colleagues, the service-based match and core contribution will be deposited to the Transamerica account shortly after each pay period beginning in January 2015.

<sup>3</sup>The role of the Transamerica onsite retirement planning consultant is to assist you with your savings and investment plan. There are no fees or commissions for meeting with your consultant. Transamerica retirement planning consultants are registered representatives with Transamerica Investors Securities Corp. (TISC). Transamerica Retirement Solutions is affiliated with TISC, 440 Mamaroneck Avenue, Harrison, NY 10528.

<sup>4</sup>Target date options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and are subject to all of the risks of these asset classes. The allocations become more conservative over time: The percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.

Securities offered by Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY 10528. Trinity Health has selected Transamerica Retirement Solutions as your retirement plan provider, but there are no other affiliations between Trinity Health and Transamerica or its affiliate, TISC.



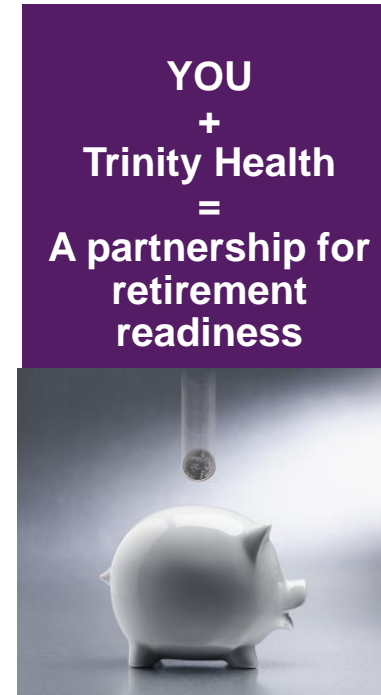
Trinity Health

# Trinity Health Retirement Savings Plans

Information for new colleagues

# The Trinity Health Retirement Program...

- **A partnership between you and Trinity Health to provide a meaningful retirement benefit**
  - Fidelity Investments® suggests a savings rate of 15% of your income into your Plan, in order to have a good chance of meeting your goals by the time you reach retirement. This amount includes both your contributions and any employer contributions.
  - Allows colleagues to contribute a percentage of their pay to help prepare for retirement
  - Employer contributions, plus colleague contributions of 8% provides savings between 12.5% and 15.5% of pay depending on years of service.



This workshop only provides a summary of the main features of the Plan, and the Plan document will govern in the event of any discrepancies.

# How the Plan works... It's as easy as **1 + 2 + 3**

1. Employer Core Contribution

2. Colleague Contributions

3. Employer Service-Based Matching Contributions

The employer core and service-based matching contributions will be made for eligible colleagues to the Plan

Core and matching contributions are subject to plan vesting requirements. Descriptions of plan features and benefits are subject to the plan document, which will govern in the event of any inconsistencies.

# How the Plan works... It's as easy as 1 + 2 + 3

## 1 Employer Core Contribution

- For eligible colleagues, the Trinity Health Core is an annual contribution of 3% of your eligible compensation or \$1,200\*, whichever is greater.  
\*for full-time colleagues, pro-rated for part-time and those hired mid-year
- Trinity Health will contribute the core contribution to your Plan once you have worked 1,000 hours in the calendar year.
  - The first contribution will be based on YTD pay or the applicable minimum core contribution, whichever is greater.
  - Subsequent contributions will be made following each pay period, up to 3% of YTD eligible compensation or the applicable minimum core contribution, whichever is greater

Core contributions are subject to plan vesting requirements. Descriptions of Plan features and benefits are subject to the Plan document, which will govern in the event of any inconsistencies.

# How the Plan works... It's as easy as **1 + 2 + 3**

## **2 Colleague Contributions**

- All colleagues can prepare for retirement by contributing through payroll deduction to the Plan including those who are part-time or PRN/contingent.
- The annual IRS limit for colleague contributions to all 403(b)/401(k) Plans is \$19,500 (or \$26,000 if age 50 or older) in 2020.
- Be sure to contribute at least 6% of your pay in order to maximize the Trinity Health service-based match.
- Learn what your contribution should be for YOU based on your age and current savings.

# How the Plan works... It's as easy as **1 + 2 + 3**

## **3 Employer Service-based Matching Contribution**

When eligible colleagues contribute to their own Plan accounts, Trinity Health will make matching contributions, with an amount that varies by years of benefit service.

Years of Benefit Service as of January 1 each calendar year	Employer Matching Contribution on percentage of Colleague Contribution	Trinity Health Contribution % if Colleague Contributes 6%
0 but less than 10	25% on 6%	1.5%
10 but less than 20	50% on 6%	3.0%
20 or more years	75% on 6%	4.5%

***Contributions of at least 6% of pay will maximize the service-based match***

Matching contributions are subject to Plan vesting requirements. Descriptions of Plan features and benefits are subject to the Plan document, which will govern in the event of any inconsistencies.



# How the Plan works... It's as easy as **1 + 2 + 3**

## **3 When am I eligible to receive the service-based matching contribution?**

- Colleagues who are contributing to their own Plan account and are:
  - Scheduled to work **1,560 hours or more** annually as of January 1<sup>st</sup> of each year (*or first day of employment for newly hired colleagues*), will receive service-based matching contributions shortly after each pay period in which they make contributions.
  - Scheduled to work **less than** 1,560 hours annually as of January 1<sup>st</sup> of each year will receive service-based matching contributions shortly after the pay period in which they reach 1,000 hours worked during the calendar year.
    - First contribution based on YTD contributions.
    - Continue with each subsequent pay period in which you make contributions.

**Based on  
scheduled  
hours as  
of  
January  
each year.**

# How the Plan works... It's as easy as **1 + 2 + 3**

Your partnership with Trinity Health provides a significant contribution towards your retirement.

Years of Benefit Service as of January 1 Each Calendar Year	Core Contribution	Service-Based Matching Contribution	Total Trinity Health Contribution	Colleague Contribution	Total Trinity Health and Colleague Contributions
0 but less than 10	3%	1.5%	<b>4.5%</b>	6.0%	<b>10.5%</b>
10 but less than 20	3%	3.0%	<b>6.0%</b>	6.0%	<b>12.0%</b>
20 or more	3%	4.5%	<b>7.5%</b>	6.0%	<b>13.5%</b>

# How the Plan works... It's as easy as **1 + 2 + 3**

**When are the Trinity Health contributions *YOURS*?**

**When you become vested.**

- Vesting is a term used to describe the portion of your account balance that you are entitled to under the plan rules.
- One year of vesting service is earned once a colleague works ***1,000 hours in a calendar year.***
- Colleagues will become vested in employer Core and Matching contributions after completing ***three years of vesting service.***
- Of course you are immediately vested in your own contributions!

# Getting even more from your Plan

- Easy to save through automatic payroll deduction
- Pretax contributions can help you save more
- Roth contributions which offer another choice on how to save for your retirement
- Savings grows tax-deferred
- Transfer from previous employer's plan to your Trinity Health Plan
- A variety of investment options to fit your personal preferences
- Phone-based Retirement Planners
- Multiple communication channels based on your communication preferences
- Retirement savings may be transferred to another retirement plan upon leaving employment with Trinity Health

Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.

# How to get started? **It's automatic!**

- Newly hired or rehired colleagues will be **automatically enrolled** in the Plan at a contribution rate of 2% of pay.
- Colleagues may change their contribution level at any time after the first paycheck.
- Colleagues wishing to waive participation in the Plan *may opt out* within a 35 day period following the first paycheck.
- A notice from Fidelity Investments will be sent that describes the auto-enrollment, account access instructions and opt-out information.

Want to  
*maximize* the  
Trinity Health  
matching  
contribution?

Consider  
contributing  
6% or more.



# How to get started? **It's automatic!**

- **Do you have a contribution rate goal, but can't quite get there right away?**
- **Give your retirement contributions a raise each year – *automatically* – with auto-increase**
- You choose:
  - The percent of annual increase
  - The month you want the increase to take effect each year

Set up auto-increase *anytime*. Switch it off *anytime*.

The best part is that you may barely notice a difference in your take-home pay, but you could see a big difference in the amount you save for retirement over the long run.

**Give your  
contributions a  
raise  
with  
auto-increase**



# Investment options

## Money Market (or Short Term)

### **Government**

Vanguard Treasury Money Market Fund Investor Shares

### Stable Value

Lincoln Stable Value Account

## Bond

### **Diversified**

Metropolitan West Total Return Bond Administrative Class

Vanguard Total Bond Market Index Fund Institutional Plus Shares

### **Global**

BNY Mellon Global Fixed Income Fund - Class I

## Domestic Equities

### **Large Value**

Diamond Hill Large Cap Fund Class A

### **Small Value**

Columbia Small Cap Value Fund II Institutional Class

### **Large Blend**

Vanguard FTSE Social Index Fund Institutional Shares

Vanguard Institutional Index Fund Institutional Plus Shares

### **Mid Blend**

Vanguard MidCap Index Fund Institutional Plus Shares

### **Small Blend**

Vanguard Small-Cap Index Fund Institutional Plus Shares

### **Large Growth**

Loomis Sayles Growth Fund Class A

### **Small Growth**

Franklin Small Cap Growth Fund Class R6

## International / Global Equity

### **Diversified**

American Funds EuroPacific Growth Fund® Class R-5E

Vanguard Total International Stock Index Fund Institutional Shares

**You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor has no legal obligation to provide financial support to money market funds and you should not expect that the sponsor will provide financial support to the fund at any time.**

# Target date funds

Fund Name
Vanguard Institutional Target Retirement Income Fund Institutional Shares
Vanguard Institutional Target Retirement 2015 Fund Institutional Shares
Vanguard Institutional Target Retirement 2020 Fund Institutional Shares
Vanguard Institutional Target Retirement 2025 Fund Institutional Shares
Vanguard Institutional Target Retirement 2030 Fund Institutional Shares
Vanguard Institutional Target Retirement 2035 Fund Institutional Shares
Vanguard Institutional Target Retirement 2040 Fund Institutional Shares
Vanguard Institutional Target Retirement 2045 Fund Institutional Shares
Vanguard Institutional Target Retirement 2050 Fund Institutional Shares
Vanguard Institutional Target Retirement 2055 Fund Institutional Shares
Vanguard Institutional Target Retirement 2060 Fund Institutional Shares
Vanguard Institutional Target Retirement 2065 Fund Institutional Shares



# Fidelity BrokerageLink®

Self-directed Account

Flexibility of a  
Brokerage Account

Expanded  
Investment  
Options

- Additional fees apply to a brokerage account; please refer to the fact sheet and commission schedule for a complete listing of brokerage fees.
- The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink®.
- Remember, it is always your responsibility to ensure that the options you select are consistent with your particular situation, including your goals, time horizon, and risk tolerance.

BrokerageLink includes investments beyond those in your Plan's lineup. You should compare investments and share classes that are available in your Plan's lineup with those available through BrokerageLink, and determine the available share class that is appropriate for your situation. The Plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance.

# Choosing your investment approach

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**Do it yourself**



**Professional  
investment help**

# Professional investment help



**Managed  
Account**



**Single-fund  
Solution\***



# Do it yourself



**Tools**



**Resources**



Next steps....

# Take action



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343-898



Set a goal with  
**tools & resources**  
on NetBenefits



Call **800-343-0860** for  
general account  
questions.

Call **866-715-5959** for  
help with retirement  
planning.

# Set up and protect your Fidelity Account



Set your username  
and password



Add your preferred  
email address and  
phone number



Select  
*eDelivery*



Set up  
*MyVoice*

# Important Information

***Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.***

This information is intended to be educational and is not tailored to the investment needs of any specific investor.

Investing involves risk, including risk of loss.

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