

# ROCHESTER REGIONAL HEALTH



## Summary of Retirement Savings Plans

The Rochester Regional Health 401(k) and 403(b) Defined Contribution Plans are an important part of your overall benefits program — and may help provide better financial health. We encourage you to become familiar with your Plan by reviewing these highlights. If you have any questions, Fidelity Investments has knowledgeable representatives familiar with your Plan. Whether you're just starting out or you are more advanced in your career, Rochester Regional Health and Fidelity encourage you to take advantage of this exceptional opportunity to help save and invest.

### Automatic Enrollment

If you have not enrolled in the Plan within 60 days from your date of hire, you will be automatically enrolled in the Plan at a contribution rate of 3% of your pretax eligible earnings. Your contributions will be invested in the Vanguard Institutional Target Retirement - Institutional Shares. We encourage you to take an active role in the Plan and to choose a contribution rate and investment options that are appropriate for you. If you do not wish to contribute to the Plan, you must change your contribution rate to 0% within the first 60 calendar days. You may change your contribution rate at any time by logging on to Fidelity NetBenefits® at [Fidelity.com/atwork](https://Fidelity.com/atwork), or by calling the Fidelity Retirement Benefits Line at 1-800-343-0860.

### Contributions

Through automatic payroll deduction, you may contribute between 1% and 80% of your eligible pay on a pretax basis. In addition, you can elect to automatically increase your retirement savings plan contributions each year through the Annual Increase Program. You can sign up by logging on to Fidelity NetBenefits® at [Fidelity.com/atwork](https://Fidelity.com/atwork) and clicking "Contribution Amount" or by calling the Fidelity Retirement Benefits Line at 1-800-343-0860.

#### **Catch up Contributions:**

If you have reached age 50 or will reach 50 during the calendar year January 1 – December 31 and are making the maximum plan or IRS pretax contribution, you are allowed to contribute an additional \$6,000 annually as a "catch-up" contribution. Going forward, catch-up contribution limits will be subject to cost of living adjustments (COLAs) in \$500 increments.

### Vesting

You are always 100% vested in your own contributions to the Plan. Employer matching contributions, if applicable, may be subject to a vesting schedule. For information on employer matching contributions, please review your plan's Summary Plan Description on the Rochester Regional Health portal.

## Investment Options

To help you meet your investment goals, the Plan offers you a range of options. You can select a mix of investment options that best suit your goals, time horizon, and risk tolerance. The various investment options available through the Plan include conservative, moderately conservative, and aggressive funds. A complete description of the Plan's investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online at Fidelity NetBenefits®.

## Loans

Although your plan account is intended for the future, you may borrow from your account for any reason. To learn more about or to request a loan, log on to Fidelity NetBenefits® at [Fidelity.com/atwork](https://www.fidelity.com/atwork) or call the Fidelity Retirement Benefits Line at 1-800-343-0860.

## Withdrawals

Withdrawals from the Plan are generally permitted when you terminate your employment, retire, reach age 59½, or have a severe financial hardship, as defined by your plan. To learn more about or to request a withdrawal, log on to Fidelity NetBenefits® at [Fidelity.com/atwork](https://www.fidelity.com/atwork) or call the Fidelity Retirement Benefits Line at 1-800-343-0860.

## Rollovers

You are permitted to roll over eligible pretax contributions from another 401(k) plan, 403(b) plan, or a governmental 457(b) retirement plan account or eligible pretax contributions from conduit individual retirement accounts (IRAs). To learn more, log on to [Fidelity.com/atwork](https://www.fidelity.com/atwork) or call 1-800-343-0860.

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

## Support

For planning support and investment advice, we encourage you to schedule a one-on-one appointment with Bill Kalwas. Consultations with Bill are free to you as an employee benefit.

**Call:** 800-642-7131

**Register online:** [getguidance.fidelity.com](https://getguidance.fidelity.com)



**Before investing in any investment option, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a mutual prospectus or, if available, a summary prospectus. Read them carefully.**

Investing involves risk, including risk of loss.

This document provides only a summary of some features of the Rochester Regional Health 401(k) and 403(b) Defined Contribution Plans and the Plan Documents will govern in the event of discrepancies.

The Plans are intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

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