

Understanding the key features of your Rochester Regional Health 457(b) Plan

Take advantage of an exceptional savings opportunity.

By participating in the Rochester Regional Health 457(b) Plan, you can greatly increase the amount you can save for retirement on a tax-deferred basis. It's a great way to lower your current income taxes and invest more for the future. Here's some information to help get you started.

Q. Who is eligible to participate in the 457(b) plan?

A. Practicing part-time and full-time physicians as well as senior directors and above who earn more than the IRS HCE threshold are eligible to participate in the Rochester Regional Health 457(b) Plan.

Q. What is the 457(b) plan?

A. The Rochester Regional Health 457(b) Plan is a retirement savings plan designed to coordinate with your 403(b)/401(k) plan. By saving in both plans, you can put away up to \$38,000 of your salary on a pretax basis in 2019.

There's a fundamental difference between your plans, however. Your 403(b)/401(k) plan is a qualified plan, meaning the money you and your employer contribute to your account is held in a trust fund until you withdraw it. However, your 457(b) plan is a nonqualified plan. The account established is a bookkeeping entry on employer financial statements and there are no assets held in trust or escrow. You will be treated as a general creditor of your employer. For more information regarding the plan, contact your human resources or benefits office.

2019 Internal Revenue Service pretax contribution limits for employer-provided retirement savings plans	
403(b)/401(k) plan maximum contribution	\$19,000
Rochester Regional Health 457(b) Plan maximum contribution	\$19,000
Total maximum contribution for 2019	\$38,000

Q. How much can I put into the plan?

A. The amount of pretax income you can put into your Rochester Regional Health 457(b) Plan depends on Internal Revenue Service limits, which can change each year. (The table above is for this year's IRS basic limits.)

Q. Can I change the amount?

A. You can increase, decrease, or stop contributions online at [Fidelity.com/atwork](https://www.fidelity.com/atwork), or by calling Fidelity at **1-800-343-0860**. Changes go into effect in the month following the date you submit your request.

Q. What are my investment crediting options?

A. You have a wide range of investment crediting options available to you through Fidelity. If you're already a 403(b) plan participant, you can get more information by calling **1-800-343-0860** or visiting **Fidelity.com/atwork**.

Q. When am I vested in the plan?

A. You're always 100% vested in your contributions and any earnings on those contributions.

Q. Can I borrow or withdraw from my account?

A. Loans are not permitted. Withdrawals may be available and are immediately available if you leave or retire from your employer. Any money you take out is taxable as income.

Q. When do distributions begin?

A. You can start taking distributions when you leave your employer or when you turn age 70½. If you have a plan balance when you die, distributions are available immediately to your designated beneficiary.

HERE'S HELP

To get started with your Rochester Regional Health 457(b) Plan, or for more information:

- Call **1-800-343-0860** weekdays from 8 a.m. to midnight Eastern time
- Visit Fidelity NetBenefits® at **Fidelity.com/atwork**



Investing involves risk, including risk of loss.

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This plan is an unfunded, nonqualified plan, and no funded account has been established for you. Any account is only a recordkeeping account that records your deferred compensation and any notional earnings applicable to your deferred compensation. In the event of a bankruptcy or insolvency, you would be an unsecured, general creditor of the employer or service recipient. For more information on the plan, please refer to the plan documents.

This document provides only a summary of the main features of your Rochester Regional Health 457(b) Plan, and the plan document will govern in the event of any discrepancies.

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