



Hospital Sisters
HEALTH SYSTEM

Overview of the HSHS Retirement Program

HSHS offers a comprehensive retirement program to help you save for the future. It features a defined benefit Pension Plan and a 403(b) Retirement Savings Plan.

HSHS PENSION PLAN

You earn a benefit in the HSHS Pension Plan based on a defined benefit formula using your pay and service. You earn a monthly benefit for life based on the following formula:

**1.2% of 5-year average pay plus 0.6% of 5-year average pay
in excess of 30% of Social Security Taxable Wage Base
times your credited service up to 25 years
plus
0.5% of 5-year average pay times credited service
in excess of 25 years**

Who is eligible	Colleagues actively employed on June 30, 2014. Temporary or leased colleagues are not eligible.
How your benefit is funded	Fully funded by HSHS
How your benefit is determined	By the formula provided above
Eligible pay	The pay shown on your W-2 statement plus any pre-tax contributions (subject to IRS limits, \$280,000 in 2019)
5-year average pay	The annual average of your eligible pay during the five highest consecutive completed calendar years during your last 15 calendar years of service
Service	Generally, you earn a year of service for both benefit accrual and vesting purposes if you work 1,000 hours in a calendar year
Vesting — your right to your benefit	Fully vested (100%) after five years of service
When your benefit can be paid	Vested benefits are payable at or after age 55 (with an early retirement reduction if benefits begin between ages 55 and 65).
How your vested benefit can be paid	Generally, your benefit is paid as a monthly benefit when you retire. You may choose from various monthly forms of payments.

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HSHS 403(b) RETIREMENT SAVINGS PLAN

The 403(b) Plan gives you the opportunity to build on your pension benefit through your contributions and investment earnings. It's an important source of your overall retirement income.

Who is eligible	Colleagues actively employed on June 30, 2014. Temporary or leased colleagues are not eligible.
How your account is funded	By your contributions
How to enroll	You can enroll any time after your date of hire. You can increase, decrease, or stop your contributions at any time.
How much of your pay you can save	Up to 100% of your pay in pre-tax dollars, after-tax (Roth) dollars, or a combination of both — up to the IRS limit of \$19,000 in 2019. You may also need to consider other required deductions from pay, such as insurance premiums. If you will be age 50 or older by the end of the calendar year, you can contribute up to \$25,000 in 2019.
Eligible pay	The pay shown on your W-2 statement plus any pre-tax contributions (subject to IRS limits, \$280,000 in 2019)
Vesting — your right to your benefit	Fully vested (100%) immediately in all contributions
Investment options	You can invest in the fund or funds of your choice covering a range of investment types, including target date retirement funds.
When your benefit can be paid	When you leave HSHS, you can receive your 403(b) account balance or delay payment until a later date. If you are age 59½ or older, you can request payment while you are still working.
How your vested benefit can be paid	Your account is paid as a lump sum or in an alternative form available from Transamerica such as a life annuity or installments. You can roll over the balance into an IRA or another employer's plan to avoid tax penalties.