



## UnityPoint Health 401(k) Retirement Savings Plan

Your benefits package at UnityPoint Health includes the UnityPoint Health 401(k) Retirement Savings Plan. The 401(k) Plan is serviced by Fidelity Investments so you will contact them to enroll or with any questions.

To ensure that you take advantage of this great benefit, and based on the Plan's provisions, you'll be automatically enrolled in the 401(k) Plan at a contribution rate of 2% on a pre-tax basis effective 30 days after your date of hire. Your contributions will be invested in a JPMorgan Chase Bank SmartRetirement® Fund CF-C Class as directed by the plan sponsor.

We encourage you to take an active role in your retirement planning and review the contribution amount and investment strategy to ensure they meet your needs. You are immediately eligible to enroll in the Plan. You can contribute from 1% to 100% of each paycheck to the Plan on a pretax or Roth (after tax) basis. If you do not wish to contribute to the Plan you must change your deferral percentage to 0% in the next 30 days.

To enroll in the Plan prior to the 30 day Auto Enrollment period, or to opt out, please log on to Fidelity NetBenefits® at [www.netbenefits.com/unitypoint](http://www.netbenefits.com/unitypoint) and click on "Enroll". The Enrollment Guide for the Plan can be found in the Tools & Resources tab under Forms & Documents and contains further details on the enrollment process and the investment options in the Plan. You can also enroll by contacting the Fidelity Retirement Service Center at 1-800-343-0860.

### Here are some features of the Plan:

**Matching Contributions:** UnityPoint Health contributes to your savings account at a rate of 50% of the first 6% you contribute to the plan. We encourage you to take full advantage of this benefit and contribute at least 6% to the Plan. It's like getting free money!

**Core Contribution:** In addition to the matching contribution, UnityPoint Health will provide eligible employees an annual contribution equal to 2% of your eligible salary. You are not required to be contributing to the Plan to receive the Core Contribution.

**Vesting:** When you are "vested" in your savings, it effectively means the money is yours to keep. You are always 100% vested in your contributions to the Plans. The matching and Core contributions from UnityPoint Health have a 3 year vesting period.

<u>Service</u>	<u>% Vested</u>
0-2 years	0%
3+ years	100%

**Tax savings now and later:** Your pre-tax contributions are deducted from your pay before income taxes are taken out. This means that you can actually lower the amount of current income taxes you pay each period. It could mean more money in your take-home pay versus saving money in a taxable account.

You pay no taxes on your pre-tax contributions or any earnings until you withdraw them from your account, enabling you to keep more of your money working for you now. And, in retirement you may be in a lower tax bracket than you are now.

**Roth contributions:** A Roth contribution to your Retirement Plan allows you to make after tax contributions which grow tax free. You can withdraw your money and any associated earnings completely tax free at retirement—as long as the distribution is a qualified<sup>1</sup> one.

<sup>1</sup> A distribution from a Roth 401(k) or 403(b) Plan is tax free and penalty free, provided the five-year aging requirement has been satisfied and one of the following conditions is met: age 59½, disability, or death.



**Other information about your Plan:**

**Auto Increase Program:** An optional program that automatically increases your contribution rate by 1 - 5% on an annual basis. You choose the amount and the date of the increase and can opt out at any time.

**Investment options:** The Plan offers a full range of investment options, including Target Retirement Date Funds, to help you reach your retirement savings goals including a brokerage option for more experienced investors.

**Portfolio Advisory Service at Work:** An optional managed account service, offered at an additional fee, that provides professional investment management of your account.<sup>2</sup>

**Online Beneficiaries Service:** When you enroll in the Plan it is important to designate your beneficiaries. You can designate, review, or update your beneficiary elections using Fidelity's secure online election tool located under the *Profile* link on NetBenefits®.

**Online planning tools:** Fidelity offers a wide variety of investment analysis and retirement planning tools on NetBenefits®. Click the *Planning* link at the top right of the NetBenefits homepage to access the Fidelity Planning and Guidance Center.

**Loans and withdrawals:** Although the Plan is intended for the future, you may borrow from your account for general purposes or for the purchase of a primary residence.

Generally, the Plan allows you to borrow up to 50% of your vested account balance. The minimum loan amount is \$1,000 and a loan must not exceed \$50,000. You then pay the money back into your account, plus interest, through deductions from your pay check. You may have a maximum of 2 loans at a time.

Withdrawals from the Plan are generally permitted when you terminate your employment, retire, reach age 59½, or become permanently disabled, as defined by your plan.

**Rollovers:** You are permitted to roll-over eligible pre-tax or Roth contributions from another 403(b) plan, 401(a) plan, or a governmental 457(b) retirement plan account.

We hope you will take full advantage of the UnityPoint Health 401(k) Plan to help you reach your retirement saving goals. Please watch your mail for automatic enrollment information from Fidelity including the investment option your contributions will be directed to if you do not choose your own elections. You can also learn more or enroll in the Plan by logging on to NetBenefits at [www.netbenefits.com/unitypoint](http://www.netbenefits.com/unitypoint) or calling the Fidelity Service Center at 1-800-343-0860.

Sincerely

Fidelity Retirement Service Center

<sup>2</sup>Fidelity® Portfolio Advisory Service *at Work* is a service of Strategic Advisers, Inc., a registered investment adviser and a Fidelity Investments company. **This service provides discretionary money management for a fee.**

***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.***

Guidance provided is educational.

Investing involves risk, including risk of loss.