UCHealth Retirement Highlights
Introduction

This guide provides you with information about your retirement benefits as an employee of University of Colorado Hospital Authority (UCHA).

The UCHA Retirement Program is made up of four separate components:
- **Basic Pension Plan** – University of Colorado Hospital Authority (UCHA) pays the full cost of your pension benefit that provides a monthly income in retirement
- **401(a) Investment Account**\(^1\) – You contribute 6.2 percent of pay through pre-tax payroll deductions
- **403(b) Matching Account**\(^2\) – You may grow your retirement savings through pre-tax payroll deductions. If your FTE is .51 or greater, you receive dollar-for-dollar UCHA matching contributions — up to 3 percent of pay — when you contribute to this account
- **457(b) Deferred Compensation Savings Plan** – If eligible, this plan allows you to save even more for retirement on a pre-tax basis through payroll deduction

This guide summarizes the principal features of the Program and its four components, including how to use the various plans and detailed information such as benefits and payment methods.

General information

This section provides information that applies to all plans described in this guide.

Eligibility

For purposes of the rules below, employees do not include any employee included in a unit of employees covered by a negotiated collective bargaining agreement (unless the person is to be included in the plan under the terms of the collective bargaining agreement) or leased employees.

**Basic Pension Plan**
All employees participate in the Basic Pension Plan.

**401(a) Fixed Contribution Investment Plan**
All employees are required to participate in the Fixed Contribution Investment Plan.

**403(b) Matching Tax Deferred Annuity Plan**
All employees are eligible to participate in the Matching Tax Deferred Annuity Plan; however, only employees who are regularly scheduled to work more than 20 hours per week and who are not per diem/flex employees are eligible to receive dollar for dollar matching on the first 3 percent of pay contributed.

**457(b) Deferred Compensation Savings Plan**
All employees (other than independent contractors, trustees of the employer, per diem/flex employees and nurse travelers, and non-regular status employees) are eligible to participate in the plan.

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1. 401(a) Fixed Contribution Investment Plan
2. 403(b) Matching Tax-Deferred Annuity Plan
Enrollment

Basic Pension Plan
You are automatically enrolled in the Basic Pension Plan on your first day of employment.

401(a) Fixed Contribution Investment Plan
You are automatically enrolled in the Fixed Contribution Investment Plan on your first day of employment.

403(b) Matching Tax Deferred Annuity Plan
To further your retirement savings, you may also invest in the optional Matching Tax Deferred Annuity Plan. If you elect to participate in the plan, you must complete your enrollment online or over the phone with Fidelity at www.netbenefits.com/uchealth or 1-800-343-0860.³

457(b) Deferred Compensation Savings Plan
To further your retirement savings, you may also invest in the optional 457(b) Deferred Compensation Savings Plan. If you elect to participate in the plan, you must complete your enrollment online or over the phone with Fidelity at www.netbenefits.com/uchealth or 1-800-343-0860.⁴

Who pays for the plans

- UCHA pays the full cost of your coverage for the Basic Pension Plan.
- You contribute to the 401(a) Fixed Contribution Investment Plan through pretax payroll deductions. Your contributions equal the amount you would contribute to Social Security, if you were covered by that program.
- The 403(b) Matching Tax Deferred Annuity Plan is employee-paid using pretax payroll deductions; however, if you are participating in the Matching Tax Deferred Annuity Plan and are eligible for UCHA’s matching contributions, UCHA will match dollar for dollar up to 3 percent of your pay in this account. UCHA also may make contributions on behalf of certain part-time employees until those employees meet the vesting requirements under the Basic Pension Plan.
- The 457(b) Deferred Compensation Savings Plan is employee-paid using pretax payroll deductions.
- Your contributions to the 401(a) Fixed Contribution Investment Plan, and the 403(b) Matching Tax Deferred Annuity Plan, and 457(b) Deferred Compensation Savings Plan are deducted on a pretax basis from your salary each pay period.

When active participation ends
Your active participation in the plans ends the earliest of:

- The date your employment ends
- The date long term disability ends (Basic Pension only)
- The last day of the period for which you made a contribution (except Basic Pension Plan)
- The date you, as an active employee, retire
- The date you are no longer in an eligible class
- The date the plan terminates

³ Effective October 1, 2012, Teachers Insurance and Annuity Associate/College Retirement Fund (TIAA) will not be accepting new participants under the UCHA 403(b) Matching Tax Deferred Annuity Plan. TIAA enrollees may access and make changes to their account by visiting www.tiaa.org/uch.

⁴ Effective October 1, 2012, Teachers Insurance and Annuity Associate/College Retirement Fund (TIAA) will not be accepting new participants under the UCHA 457(b) Deferred Compensation Savings Plan. TIAA enrollees may access and make changes to their account by visiting www.TIAA.org/uch.
Important: If you terminate your employment with UCHA and have a benefit due to you from a plan, it is very important that you contact the UCHA Pension Service Center every time you have a change in address at 1.855.808.3518, Monday through Friday from 7 a.m. to 5 p.m. MST.

Plan year
July 1 through June 30.

Plan administration
The Plan Administrator is:
The Retirement Committee
University of Colorado Hospital Authority
2400 S. Peoria St., Suite 100
Aurora, CO 80014
720.848.6800

The plan administrator is responsible for interpreting and administering the plans. The plan administrator also reviews all applications for benefits to ensure that plan provisions are put into practice uniformly and without discrimination. The administrator is responsible for maintaining the records and accounts necessary to administer the plan. The administrator’s interpretation regarding timing of benefit payments, the form of the payment, the amount of the payment, who receives any payment, and about any other matters is binding on all persons for all purposes.

Third-party administrator
As designated by the plan administrator, the third-party administrator for the Basic Pension plan is:
Willis Towers Watson
555 17th St., Suite 2050
Denver, CO 80202
1.855.808.3518
Open Monday through Friday 7 a.m. to 5 p.m. MST.

Willis Towers Watson serves as the actuary and record-keeper for the Basic Pension Plan. Willis Towers Watson does not pay benefits.

Agent for service of legal process
The plan administrator is the agent for service of legal process. Please see above for the address.

Trustee
The trustee for the Basic Pension Plan is:
Wells Fargo
Institutional Trust
1740 Broadway
Denver, CO 80274

Plan modification and termination
UCHA reserves the right to amend or discontinue these plan benefits by written document from the Board, at any time. Any claim incurred or in progress prior to the termination or modification date will be paid according to the previous plan provisions, subject to specified time limitations.

Other important information about the plans
If there is a discrepancy between these summaries and the official plan documents, the plan documents govern. Participation in these plans is not, and should not be considered, a contract of employment.
## An overview of your retirement benefits

<table>
<thead>
<tr>
<th></th>
<th>Basic Pension Plan</th>
<th>401(a) Investment Account</th>
<th>403(b) Matching Account</th>
<th>457(b) Deferred Compensation Savings Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Eligibility</strong></td>
<td>All employees</td>
<td>All employees</td>
<td>All employees</td>
<td>All employees may participate, excluding flex/relief employees, per diem employees and nurse travelers</td>
</tr>
<tr>
<td><strong>Contributions</strong></td>
<td>UCHA pays the full cost of contributions</td>
<td>• You must contribute 6.2% of pay through pre-tax payroll deductions</td>
<td>• You may contribute through pre-tax payroll deductions</td>
<td>You may contribute through pre-tax payroll deductions</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• If FTE = .5 or less, UCHA contributes 1.3% of your pay until you are 100% vested in the Basic Pension Plan</td>
<td>• If FTE = greater than .5, UCHA matches your contributions dollar-for-dollar up to 3% of your pay</td>
<td></td>
</tr>
<tr>
<td><strong>Responsibility for investing</strong></td>
<td>UCHA</td>
<td>You</td>
<td>You</td>
<td>You</td>
</tr>
<tr>
<td><strong>Changing your investments</strong></td>
<td>N/A</td>
<td>• You can choose how your contributions and any UCHA matching contributions are invested</td>
<td>• You can change how your funds are invested at any time</td>
<td></td>
</tr>
<tr>
<td><strong>Vesting</strong></td>
<td>20% per year of service; 100% vested after 5 years of service (or age 65)</td>
<td>100%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 100% on your contributions</td>
<td>UCHA matching contributions: 20% per year of service; 100% vested after 5 years of service (or age 65)</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Your benefit amount</strong></td>
<td>Monthly benefit based on the Basic Pension Plan Formula</td>
<td>• Each quarter you will receive an electronic statement from your plan administrator that displays account balance and all account activity. To receive a paper statement via US Post, you must contact your plan administrator</td>
<td>• Separate accounts with your contributions are held in your name. Your accounts are regularly updated to reflect investment earnings or losses and contributions</td>
<td>• There are no guarantees that the funds held in your account will produce favorable earnings. Due to the nature of the investments, your account may sometimes experience losses</td>
</tr>
</tbody>
</table>
Basic Pension Plan

Introduction
It’s never too early or late to start planning for retirement. UCHA provides employees with a Basic Pension Plan designed to help you plan for a healthy financial future.

This Plan is a defined benefit retirement plan and uses a formula to determine what your retirement pension will be. Each year UCHA contributes to various investment accounts to ensure appropriate funding of the plan.

The Basic Pension Plan was designed to provide you with a monthly retirement income. This is a tax-qualified plan and is in compliance with regulations governing retirement plans.

How the plan works
When can you retire?

- **Normal retirement** age is 65.
- **Early retirement** age is 55, with 10 years of vesting service. If you take early retirement, you will receive a reduced benefit.
- **Late retirement** is available if you continue working for UCHA beyond age 65. You continue to earn benefits from the Plan, and may postpone your benefits until you actually terminate employment. You will never receive a benefit that is less valuable than the benefit you would have received if you had retired on your normal retirement date.
- **Disability retirement** is available if you retire due to becoming disabled. You will continue to accrue service credits as though you were still working for UCHA, and you will receive disability retirement benefits starting on the first day of the month coincident with or following the later of:
  - Age 65, or
  - The date disability payments from Workers’ Compensation or the Long Term Disability Plan end

Contributions
UCHA pays the entire cost of providing retirement benefits under the Basic Pension Plan. Participants are not allowed to make contributions.

- Contributions by UCHA are determined annually.
- The Third-Party actuary calculates the amount of money UCHA should contribute to maintain benefits at the levels appropriate for the Plan.
- All contributions are deposited with the Trustee.
- The Trustee invests Plan assets through professional investment firms and is responsible for managing and administering the Trust Fund. However, UCHA is ultimately responsible for managing and administering the Trust Fund.

Note: Except as otherwise provided under the Plan, assets from the Trust Fund can only be used to pay benefits to participants and their beneficiaries and plan expenses.
Vesting
The Basic Pension Plan follows a graded vesting schedule. All active participants in the Plan as of January 1, 2013, vest in their Core Retirement Benefit at a rate of 20 percent per year of service, and are 100 percent vested after five years of service.5

For purposes of vesting in your Core Retirement Benefit, a year of service is a 12-month period of service beginning with your first day of employment, and ending on the date you sever employment. If you are a Transferred Employee6, Banded Employee7 or if you attain Normal Retirement Age while actively employed by UCHA, you will be 100 percent vested.

Special vesting rules apply if you have a Prior Plan Normal Retirement Benefit calculated under a Frozen Account Balance. For purposes of vesting in your Prior Plan Normal Retirement Benefit, you earn a year of service when you complete at least 1,000 hours of service between July 1 and June 30 of each year. If you have a break in service (a plan year in which you do not complete more than 500 hours of service), and return to employment, your years of service which occur before the break in service will be aggregated with your years of service occurring after the break in service when you complete a year of service after returning to employment. If you attain Normal Retirement age while actively employed by UCHA, you will be 100 percent vested. If you terminate employment before your benefit is 100 percent vested, you will only be eligible to receive the amount vested.

Continuation, amendment and merger of the plan
It is UCHA’s intention to continue the Plan. However, the Board may terminate, amend or merge the Plan in writing at any time if it should ever become necessary. No amendment or merger may reduce your previously accrued benefits. While every effort is made to protect plan assets and provide sufficient funding for all payable benefits, if the Plan terminates and the trust fund assets are not sufficient to cover all accrued benefits, your benefits may be partially reduced and payment would comply with applicable laws.

Maximum benefit
The maximum annual benefit you can receive under the plan cannot exceed the limit imposed by Internal Revenue Code Section 415 ($220,000 in 2018), as adjusted for cost of living increases each year, and payable in the form of a single life annuity.

Assignment of benefits
For your protection and that of your dependents, your benefits under this plan cannot be used for credit collateral or assigned and, to the extent permitted by law, are not subject to garnishment or attachment. A portion of your benefit may be assigned by a Qualified Domestic Relations Order (QDRO). For more information, contact the UCHA Pension Service Center at 1-855-808-3518. They are open Monday through Friday from 7:00 a.m. to 5 p.m. MST.

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5 For vesting purposes, prior years of service with Memorial Health System and Poudre Valley Health System are honored.
6 A Transferred Employee is (1) an employee of University Hospital on October 1, 1989, who was a classified employee of the state personnel system on that date, was a member of PERA on that date, and elected to become an employee of the Part 4 Authority before October 1, 1991, pursuant to Section 23-21-406 of House Bill No. 1143 or (2) a state employee of UCHA on October 1, 1991, who was a member of PERA on that date and who elected to become an employee of UCHA pursuant to Section 23-21-507 of Senate Bill 91-225.
7 A Banded Employee is a Transferred Employee working between 40% and 49% FTE as an employee of the state personnel system and treated as a 50% FTE employee for PERA credits. UCHA maintains a list of employees qualifying as a Banded Employee.
Plan Benefits

Normal retirement
You are eligible for Normal Retirement Benefits when you retire on your Normal Retirement Date which is defined as the first day of the month coincident with or next following your 65th birthday. Your benefit at retirement is based on the sum of your Prior Plan Normal Retirement Benefit and your Core Retirement Benefit. Your Prior Plan Normal Retirement Benefit is based on your initial Frozen Account Balance, if any, as of March 31, 1995. Your Core Retirement Benefit is based on the average of your highest five calendar years of annual compensation and your years of Credited service. Your Prior Plan Normal Retirement Benefit, payable for your lifetime as a Level Life Only Annuity, is equal to your Frozen Account Balance divided by 122. If you have a Frozen Account Balance you will continue to accrue investment earnings at the annual rate of interest on 30-year Treasury Securities until you are entitled to withdraw it or roll it over to another plan.

Your core retirement benefit is calculated using another formula, which depends in part upon when you began employment with UCHA, and in any case only looks at compensation earned after December 31, 1994.

If you are a new employee who is hired on or after January 1, 2013 your Core Retirement Benefit, payable for your lifetime as a Level Life Only Annuity, is the sum of:

\[
1.5\% \times \text{Average compensation for the five most highly compensated calendar years of employment} \times \text{Years of Credited service}
\]

Normal retirement example
The following is an example of how your retirement benefit would be calculated if you were a full time employee who retired at your Normal Retirement Date with 15 years of Credited service and an average compensation for the five most highly compensated calendar years of employment of $50,000:

\[
1.5\% \times $50,000 \times 15 \text{ Years} = $11,250 \text{ annually or } $937.50 \text{ monthly}
\]

Your annual benefit of $11,250 would be payable in monthly payments equal to $937.50 per month for your lifetime, or in one of the optional methods of payment described in the “Optional Forms of Payment” section of this guide.

It’s important to note that if you choose to receive your benefit under one of the optional forms of payment, the amount will be reduced to reflect the additional cost of the option chosen.

If you were employed by UCHA before January 1, 2013 your benefit for service on and after January 1, 2013 generally is based on the formula discussed above for new hires on and after that date (unless you are a Grandfathered employee).
Your benefit for service prior to January 1, 2013, is based on your average compensation for your five most highly compensated years of employment and your years of Credited service. Your benefit for those years, payable for your lifetime as an Increasing Life Only Annuity, is calculated using the following formula:

\[
\begin{align*}
1.5\% & \times \text{Average compensation for the five most highly compensated calendar years of employment} \\
& \times \text{Years of credited service (up to 15 Years)} \\
\text{PLUS} \\
1.8\% & \times \text{Average compensation for the five most highly compensated calendar years of employment} \\
& \times \text{Years of credited service (in excess of 15 Years)}
\end{align*}
\]

Please note that benefits earned before January 1, 2013 are payable as an Increasing Life Only Annuity without reduction. If this part of your benefit is paid as a Level Life Only Annuity, it will be increased to reflect the value of an increasing annuity.

**Normal retirement example with prior and current formula benefits**

The following example shows how the benefit is calculated for a full time employee who earned benefits under both the prior and the current formulas. This example is for an employee who retires at age 65 with 17 years of Credited service on December 31, 2012, and 12 years of Credited service after December 31, 2012, and an average salary of $50,000:

<table>
<thead>
<tr>
<th>Benefit for service through 12/31/2012</th>
<th>Benefit for service after 12/31/2012</th>
<th>Total benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefit calculation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.5% \times 15 \text{ years} \times $50,000</td>
<td>1.5% \times 12 \text{ years} \times $50,000</td>
<td>$16,835 + $9,000 = $25,835 Annually or $2,152.92 Monthly</td>
</tr>
<tr>
<td>= $11,250</td>
<td>= $9,000</td>
<td></td>
</tr>
<tr>
<td><strong>PLUS</strong></td>
<td>Payable as a level annuity</td>
<td></td>
</tr>
<tr>
<td>1.8% \times 2 \text{ years} \times $50,000</td>
<td></td>
<td>$13,050 + $6,977 = $20,027 Annually or $1,668.92 Monthly</td>
</tr>
<tr>
<td>$1,800* = $13,050</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payable as an increasing annuity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Level annuity option</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$13,050 \times 1.29 = $16,835</td>
<td>$9,000</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>$25,835 Annually or $2,152.92 Monthly</td>
</tr>
<tr>
<td>Increasing annuity option</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$13,050</td>
<td>$9,000 ÷ 1.29 = $6,977</td>
<td></td>
</tr>
</tbody>
</table>

*Calculations for service prior to December 31, 2012, differ based on amendments to prior plans.*

**Special rules for grandfathered employees**

Grandfathered status under the prior formula is based on the “Rule of 75.” Employees whose age plus years of Credited service as a legacy University of Colorado Hospital employee as of January 1, 2013, are at least 75 will be considered “grandfathered” and will continue to earn benefits under the previous formula until you terminate employment.
Regardless of when your employment began, if you are a part-time or per-diem employee or nurse traveler, your Core Retirement Benefit will be reduced by the actuarial equivalent of the special 1.3% of pay contributions made to the 401(a) Fixed Contribution Investment Plan during the first five years of your employment in that position.

**PERA Guarantee**
If you were a member of the Colorado Public Employees’ Retirement Association (PERA) while employed at UCHA, you may be eligible for a special benefit called the PERA guarantee. To be eligible for the PERA guarantee, you must:

- Have been employed as a University of Colorado Hospital Authority-based State employee on September 30, 1989, or September 30, 1991;
- Have transferred your PERA account to the University of Colorado Hospital Authority Cash Balance Retirement Plan (now the Frozen Account Balance maintained under the Basic Pension Plan) or maintained your PERA account; and
- Elect an annuity form of benefit payment under the Basic Pension Plan with respect to the Frozen Account Balance amounts when you retire.

If you have never been a State employee or if you cashed out your PERA account upon becoming an Authority employee, you are **not** eligible for the PERA guarantee. Also, if you transferred to the Authority, back to the State, and then back to the Authority, you are not eligible for the PERA guarantee.

If you have a PERA guarantee, you are guaranteed that the total combined benefit you are eligible to receive from Social Security, Basic Pension Plan (including the Frozen Account Balance), the 401(a) Fixed Contribution Investment Plan, and your previous PERA account will never be less than what you would have received under the PERA plan that was in effect on October 1, 1991. To receive more information about this plan, call the UCHA Pension Service Center at 1-855-808-3518. They are open Monday through Friday from 7 a.m. to 5 p.m.

**Social Security Guarantee**
To be eligible for the Social Security guarantee, you must have been employed by University of Colorado Hospital Authority on March 25, 1995, and continue active employment until you are eligible to receive a retirement benefit under the Basic Pension Plan (at least age 55, with 10 years of Vesting Service or age 65).

If you are eligible for the Social Security guarantee, you are guaranteed that the total combined benefit you are eligible to receive from Social Security, and the Basic Pension Plan (including the Frozen Account Balance), will never be less than what you would have received under the Frozen Cash Balance Retirement Plan, and Social Security, as in effect on March 25, 1995.

<table>
<thead>
<tr>
<th>Age</th>
<th>Percentage of benefit received if retiring early</th>
<th>Age</th>
<th>Percentage of benefit received if retiring early</th>
</tr>
</thead>
<tbody>
<tr>
<td>55</td>
<td>46.0%</td>
<td>62</td>
<td>80.2%</td>
</tr>
<tr>
<td>56</td>
<td>50.2%</td>
<td>63</td>
<td>86.8%</td>
</tr>
<tr>
<td>57</td>
<td>54.4%</td>
<td>64</td>
<td>93.4%</td>
</tr>
<tr>
<td>58</td>
<td>58.6%</td>
<td>65</td>
<td>100%</td>
</tr>
<tr>
<td>59</td>
<td>62.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>60</td>
<td>67.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>61</td>
<td>73.6%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**Late retirement**

If you decide to continue working after you become eligible to receive Normal Retirement Benefits, you will not receive a benefit that is less valuable than the benefit you would have received if you retired at your Normal Retirement Date. Your Prior Plan Normal Retirement Benefits will be adjusted according to actuarial factors.

**Early retirement**

You are eligible for early retirement if you have reached age 55 and have 10 years or more years of Vesting Service. Your Core Retirement Plan Normal Retirement Benefits would be calculated as a Normal Retirement Benefit, and then reduced by a percentage determined by your age at early retirement, as shown on page 10. Your Prior Plan Normal Retirement Benefits would also be reduced according to different actuarial factors.

**Early retirement example**

Below is an example of how your Core Retirement Plan Normal Retirement Benefit would be calculated if you retired at age 55 with 10 Years of Vesting Service and an average compensation for the five most highly compensated calendar years of employment of $40,000 (assuming that your employment occurred only during years beginning on and after January 1, 2013):

\[
\text{1.5\%} \times \text{$40,000} \times 10 \text{ Years} \times 46\% = \text{$2,760 annually or $230 monthly}
\]

Your annual benefit of $2,760 would be payable in monthly payments equal to $230 per month for your lifetime, or in one of the optional methods of payment described in the “Optional Forms of Payment” section of this guide. Remember, if you choose to receive your benefit under one of the optional forms of payment, the amount of your benefit will be reduced to reflect the additional cost of the option chosen.

**Terminated employment due to disability**

If you terminate your employment due to a disability, you will continue to accrue years of Credited service as though you were still working at UCHA. You will receive disability retirement benefits starting on the first day of the month coincident with or following the later of:

- The date you turn age 65, or
- The date disability payments from Workers’ Compensation or UCHA’s Long-Term Disability Plan end.

Your benefit calculations are based on all years of Credited service up to age 65, with credit given for years you were disabled.

**Years of credited service**

Years of credited service are used in the plan formula to determine your benefit amount. You earn one year of credited service for each 12 consecutive months you work. Partial credit is given for less than 12 consecutive months based on the number of days you work.

For example, if you have 12 years and 10 months of credited service, your benefit would be calculated using 12.83 as your years of credited service. In general, you begin earning credited service on your date of hire subject to the following rules for service prior to 2013:

- Legacy Memorial Hospital System employees begin earning credited service for the Basic Pension Plan on their date of hire or October 1, 2012, whichever is later.
- Legacy Poudre Valley Health System employees start earning credited service for the Basic Pension Plan on their date of hire or January 1, 2013, whichever is later.
- Legacy UCHA employees start earning credited service for the Basic Pension Plan on their date of hire or March 26, 1995, whichever is later.
Years of vesting service

Years of Vesting Service are used to determine your vesting percentage in the plan and eligibility for early retirement benefits. You earn one year of Vesting Service for each 12 consecutive months you work. Partial credit is given for less than 12 consecutive months based on the number of days you work. All employees begin earning Vesting Service on their date of hire. You will receive Years of Vesting Service for your employment with an affiliated employer, employment as an employee of a physician or professional corporation of physicians whose assets were purchased by the Employer, and service with Memorial Health System or Poudre Valley Health System.

Break-in-service rules

If you stop working for UCHA for more than 12 consecutive months, you will experience a “break-in-service.” If you experience a break-in-service and return to active employment at UCHA, any years of service earned prior to your break-in-service will be counted as credited and vesting service once you have resumed working UCHA for at least 12 consecutive months.

You will not experience a break-in-service if you are not at work for up to 12 months due to the following reasons:

- You are pregnant
- You adopt a child, or
- You need to care for your child after birth or adoption.

Additionally, if you become permanently disabled while covered under this Plan, you will continue to accrue years of service as discussed above.

Death benefits

The Basic Pension Plan can be an important source of financial protection for your loved ones when you die.

Before You Retire

If you die before retirement benefits begin, payments will be made to your beneficiary in the payment form you selected prior to your death.

Surviving spouse/civil union partner benefit

The plan will pay a monthly benefit to your spouse or civil union partner if your death occurs while you are employed by UCHA and you are 100 percent vested in the plan. Your surviving spouse or civil union partner can direct benefits to begin at any time after you would have reached early retirement age (age 55 with 10 years of vesting service, or age 65 if less than 10 years of vesting service). It will also pay benefits if you have left UCHA and are entitled to a benefit, and the benefits have not begun as of the date you died. This benefit is based on your core retirement benefit, and is in addition to any benefit payable under the prior plan. Your spouse or civil union partner will receive a monthly benefit equal to 50 percent of the monthly benefit you would have received if you terminated on your date of death and elected an increasing joint and 50 percent survivor annuity. However, if you elected an optional form of payment before your death and the value of the benefits your spouse or civil union partner would have received under the form elected is greater than the value of the surviving spouse/civil union partner benefit, then your spouse or civil union partner will receive the benefit based on the optional form you elected.

Prior plan benefit

If your death occurs while you are employed or after you terminated employment, the plan will pay a monthly increasing benefit to your spouse or civil union partner for their life. It will equal the participant’s frozen account balance, divided by 122, and adjusted for certain actuarial factors. The spouse or civil union partner also may elect to receive a single lump sum at any time in lieu of the increasing life annuity.
Note: The surviving spouse/civil union partner benefit is provided under this plan only if you are married or have a civil union partner.

Immediate Family Benefit
If you die while actively employed by UCHA, the plan will pay a monthly benefit to your unmarried dependent child(ren) who meet the requirements below, regardless of the number of children you have. Your dependent child(ren) must (1) be claimed as your dependent(s) for income tax purposes in the calendar year in which you die, or (2) be receiving at least one-half of their support from you at the time of your death and include your:

- Biological child(ren)
- Legally adopted child(ren)
- Stepchild(ren)
- Dependent grandchild(ren) (but only if both natural parents of the grandchildren are deceased and disabled and if no other person other that you or your spouse was acting as the grandchildren’s legal guardian on the date of your death.)

The benefit will be payable until the youngest eligible child in the family reaches age 18 or, if continuously enrolled in school as a full-time student, up to age 23. The benefit will be paid for the benefit of the children as designated by you. The benefit will be paid in a monthly amount equal to 1/12 of 50 percent of the employee’s average annual compensation for the five most highly compensated calendar years of employment, or in a lump sum that is the actuarial equivalent of that monthly benefit. The benefits will cease to be payable with respect to a child on the earlier of the child's death or upon no longer meeting the age requirements above.

<table>
<thead>
<tr>
<th>Immediate family benefit example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee's average annual compensation</td>
</tr>
<tr>
<td>Children's annual benefit</td>
</tr>
<tr>
<td>Children's monthly benefit</td>
</tr>
<tr>
<td>(1/12 of 50% of employee's average annual compensation)</td>
</tr>
</tbody>
</table>

After retirement
If you die while receiving retirement benefits, payments will continue to the beneficiary you selected in the form prior to your death.

Re-employment during retirement
If you are already receiving retirement benefits and become re-employed by UCHA, you will continue receiving benefit payments. When you retire again, your benefits will be recalculated and based on the combination of your Credited service and pay for all periods of employment. Your benefit will be reduced by the value of the benefits already paid to you, but will never be less than the benefit you have already been receiving.
Termination prior to retirement

If you leave UCHA before you are fully vested in the Plan, your benefit will be calculated based on the percentage vested in your account. If you leave UCHA after you are 100 percent vested in the Plan, your benefit will be calculated based on your years of credited service and pay earned during those years. Monthly payments will normally start at age 65. If you have at least 10 years of vesting service at the time you terminate your UCHA employment, you may elect a reduced benefit starting any time after age 55.

If the value of your benefit in the Basic Pension Plan (not including your Frozen Account Balance) is less than $5,000, you will receive your benefit in a single lump sum payment following termination of employment. The Plan’s third-party administrator will mail you information about your vested benefits within six months of your termination.

Receiving Your Benefits

Automatic benefit payment

When it is time to receive benefits from the Plan, they will automatically be paid in one of the following ways:

- If you are not married or a partner to a civil union—you will receive a monthly payment based on the Increasing Life Only Annuity benefit formula.
- If you are married or have a civil union partner—you will receive normal benefit payments under the Increasing Joint and 50% Survivor Annuity payment option, unless you elect optional forms of payment.

Optional forms of payment

There are seven optional payment forms under the Plan. The amount of the benefit payment under each option differs and is determined based on your personal benefit formula calculation, actuarial assumptions, and the specific features of the option. Your payment options are described in the chart below. It is recommended that you consult your financial planner to select the retirement benefit payment option most appropriate for you.

<table>
<thead>
<tr>
<th>Years of vesting service</th>
<th>Timing of benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1</td>
<td>Not applicable/ no benefit</td>
</tr>
<tr>
<td>1 to 10</td>
<td>Monthly payments begin at age 65 or mandatory cash out</td>
</tr>
<tr>
<td>10 or more</td>
<td>Normally, monthly payments begin at age 65. You may elect a reduced monthly benefit to begin after reaching age 55.</td>
</tr>
<tr>
<td>Annuity options</td>
<td>Description</td>
</tr>
<tr>
<td>-------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Level life only</td>
<td>A monthly retirement benefit payable to you when you retire. Your benefit will not be adjusted for inflation. Benefits end when you die.</td>
</tr>
<tr>
<td>Level joint and 50% survivor</td>
<td>A reduced monthly retirement benefit payable to you when you retire, with one half of the monthly benefit continuing to your beneficiary following your death.</td>
</tr>
<tr>
<td>Level joint and 100% survivor</td>
<td>A reduced monthly retirement benefit payable to you when you retire, with 100 percent of the monthly benefit continuing to your beneficiary following your death.</td>
</tr>
<tr>
<td>Level life with 120 months certainty</td>
<td>A reduced monthly retirement benefit payable to you when you retire. Your benefit will not be adjusted for inflation. If you die within 120 months of beginning to receive benefits, your benefit will be paid to your beneficiary for the balance of the first 120 months after your retirement.</td>
</tr>
<tr>
<td>Increasing life only</td>
<td>A reduced monthly retirement benefit payable to you when you retire, adjusted annually for inflation up to 3 percent per year. Benefits end when you die.</td>
</tr>
<tr>
<td>Increasing joint and 50% survivor</td>
<td>A reduced monthly retirement benefit payable to you when you retire, adjusted annually for inflation up to 3 percent, with one half of the monthly benefit continuing to your beneficiary following your death.</td>
</tr>
<tr>
<td>Increasing joint and 100% survivor</td>
<td>A reduced monthly retirement benefit payable to you when you retire, adjusted annually for inflation up to 3 percent, with 100 percent of the monthly benefit continuing to your beneficiary following your death.</td>
</tr>
</tbody>
</table>

**Lump sum payment**
Lump Sum Payments are available only in the following situations:
- If the value of your benefit (not including your Frozen Account Balance) is less than $5,000, you will receive your benefit in the form of a single lump sum payment.

You may elect to receive a single payment equal to the value of your vested Frozen Account Balance.

**Applying for an optional benefit payment**
Prior to your retirement date, you will receive a verification of your benefit eligibility and a payment election form showing the amount of your benefit under all of the Plan’s payment options.
During the 180-day period before your benefits are scheduled to begin, you may request an optional form of payment by completing and returning the payment election form to the address shown on the form. All optional forms of benefit payments from the Plan must be requested in writing prior to your retirement date.

*Note: Once benefit payments begin you cannot change the form of payment you are receiving.*

**Loans**
Loans are not available from the Basic Pension Plan.

**How to file a claim for benefits**
If you think you are owed benefits, you have the right to submit a question and/or claim to the Retirement Committee. All questions and claims regarding eligibility for Basic Pension Plan benefits are reviewed by the Retirement Committee before a response is provided.

If your claim for benefits has been denied, the Committee will provide written notice to you (or your beneficiary) stating the specific reasons for denial.
401(a) Fixed Contribution Investment Plan

Introduction
The 401(a) Fixed Contribution Investment Plan is offered by UCHA to help you accumulate retirement income for a healthy financial future using pre-tax dollars. This account is intended to be used as a long-term savings plan. The rate of investment earnings over the long term can significantly impact your account balance at retirement.

How the plan works
You are automatically enrolled in the 401(a) Fixed Contribution Investment Plan. Contributions to this account are restricted to Fidelity Investments. Information about Fidelity Investments is available through Human Resources. You may also contact an account representative from Fidelity Investments to assist you when investing your funds. Individual funds differ with varying degrees of risk and potential return. When considering investment options, it’s important to consider administrative fees, loads or surrender charges assessed by the investment company. Contact Fidelity for more information at www.netbenefits.com/uchealth or by calling 1-800-343-0860.

Contributions
All UCHA employees are required to participate in the 401(a) Fixed Contribution Investment Plan as a replacement to Social Security. You make a mandatory contribution of 6.2 percent of your salary per pay period. Contributions are computed every pay period based on that period’s total earnings, up to an annual pay limit ($128,700 in 2018). All contributions are made on a pretax, salary reduction basis, meaning they are deducted from your paycheck before taxes are calculated, lowering your taxable income.

Special treatment for part-time, per diem employees and nurse travelers
Special rules apply to our part-time and per diem employees and nurse travelers with less than five years of service (this is based on Vesting Service that is counted for purposes of the Basic Pension Plan). For the purposes of the Plan, these employees are those who are regularly scheduled to work 20 hours per week or less. Employees in this status will:

- Participate by automatically contributing 6.2 percent of their pay to the 401(a) Fixed Contribution Investment Plan (as discussed above).

- Receive an additional employer contribution equal to 1.3 percent of pay per month to the 401(a) Fixed Contribution Investment Plan until the employee completes five years of Vesting Service in the Basic Pension Plan.

Vesting
“Vesting” refers to your ownership of your 401(a) Fixed Contribution Investment Plan Accounts attributable to contributions. You are always entitled to your Accounts attributable to the contributions made to the Plan on your behalf.

The value of your account
Separate accounts with your contributions are held in your name. Your accounts are regularly updated to reflect investment earnings or losses and contributions. Each quarter you will receive a statement from the investment company, which will display all activity in your account for the quarter. You may also view your statements online at either www.netbenefits.com/uchealth or www.TIAA.org/uch

Important: There are no guarantees that the funds held in your account will produce favorable earnings. Due to the nature of the investments, your account may sometimes experience losses.

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8 Effective October 1, 2012, Teachers Insurance and Annuity Associate/College Retirement Fund (TIAA) will not be accepting new participants under the UCHA Fixed Contribution Investment Plan.
9 If you elected to participate in TIAA before October 1, 2012, you may receive multiple statements.
Changing Your Investments

You can change how your money is invested

<table>
<thead>
<tr>
<th></th>
<th>When</th>
<th>To make changes, contact</th>
</tr>
</thead>
</table>
| Future contributions   | At any time online    | Fidelity: [www.netbenefits.com/uchealth](http://www.netbenefits.com/uchealth)  
TIAA: [www.TIAA.org/uch](http://www.TIAA.org/uch) |
| Existing account balances | At any time online  | Fidelity: [www.netbenefits.com/uchealth](http://www.netbenefits.com/uchealth)  
TIAA: [www.TIAA.org/uch](http://www.TIAA.org/uch) |

Plan benefits

**Normal retirement date**
Under the Plan, your normal retirement date is age 65. Upon retiring at normal retirement age, you may receive a benefit payment as a lump sum or you can purchase an annuity with your account balance if that option is offered by your investment company.

Receiving Your Benefits

**When benefit payments may begin**
You may receive a distribution from the Plan after termination of employment, including for death, disability or retirement. You may delay your distribution unless a distribution is required to be made because your Account is less than $5,000. However, if you elect to delay the distribution of your Account, there are rules that require that certain minimum distributions be made from the Plan. The IRS requires all retirement benefit payments begin no later than the April 1st following the later of the end of the year in which you reach age 70½ or retire.

**Withdrawals or distributions from the plan**
You may not make withdrawals from the contributions you have made to your Investment Account before you terminate employment with UCHA. Your investment company will be notified of your terminated status.

Distributions before you reach age 59-1/2 will normally be subject to a 10 percent penalty tax, in addition to regular income taxes, with 20 percent of your distribution automatically withheld to cover the penalty and taxes, except in the following situations:

- If you terminate and your account balances are directly transferred to an IRA, eligible retirement plan, or other eligible plan.
- If you die or are disabled.
- Your employment at UCHA is terminated during or after the year in which you reach age 55.
- Your distribution is used to pay for tax deductible, uninsured medical expenses.
- If the distribution is pursuant to a Qualified Domestic Relations Order.

You may be charged for distributions (a “surrender charge”) under certain circumstances. Check with the investment company for details. Federal and state income taxes must be paid on all funds withdrawn. The investment company can explain their withdrawal procedures.
Designating a beneficiary
Whether you are single, married or in a civil union partnership, it’s important for you to designate someone to receive your benefits in the event of your death. If you are married or a civil union partner and wish to designate someone other than your spouse or civil union partner as your beneficiary, your spouse or civil union partner must consent to the designation. The consent of your spouse or civil union partner must be in writing and notarized.

Form of payment
If your Accounts are maintained in an investment fund pursuant to an annuity contract, your benefit will be payable in the form of an annuity, or if elected, any optional form of benefit provided under the contract. If your Accounts are maintained in an investment fund other than pursuant to an annuity contract, your benefit will be payable in a lump sum payment.

Assigning or transferring your account
Your interest in your 401(a) Fixed Contribution Investment Plan Account cannot be sold, assigned or transferred before it is distributed to you, except in the case where assignment is ordered pursuant to a Qualified Domestic Relations Order. Before distribution, your interest is not subject to any debts or claims against you.

Loans
You may not take out loans from this plan.

How to file a claim for benefits
If you think you are owed benefits, you have the right to submit a question and/or claim to the Retirement Committee. All questions and claims regarding eligibility for 401(a) Fixed Contribution Investment Plan benefits are reviewed by the Retirement Committee before a response is provided. If your claim for benefits has been denied, the Committee will provide written notice to you (or your beneficiary) stating the specific reasons for denial.

403(b) Matching Tax Deferred Annuity Plan

Introduction
The optional 403(b) Matching Tax Deferred Annuity Plan is offered to help you increase your retirement income for a healthy financial future. This Plan is a tax-deferred annuity (TDA) plan that gives you the opportunity to contribute pretax dollars toward your long-term savings, while a portion of what you save may be matched by UCHA.

How the plan works
Carefully consider your investment objectives. The 403(b) Matching Tax Deferred Annuity Plan is intended to be used as a long-term plan for accumulating retirement savings. The rate of investment earnings over the long term can impact your account balance at retirement in a big way. Investments in the 403(b) Matching Tax Deferred Annuity Plan are restricted investments offered through Fidelity Investments.

To enroll in the 403(b) Matching Tax Deferred Annuity Plan, please contact Fidelity. Online enrollment is available by going to www.netbenefits.com/uchealth. Telephone assistance is available by calling 1-800-343-0860. Plan representatives can give you information on available investment funds and their objectives. Additionally, account representatives are available to assist you when investing your funds. Individual funds differ, with varying degrees of risk and potential return. Speak with Fidelity to learn more about accounts, including administrative fees, loads, or surrender charges assessed by the investment company.
Eligibility
All employees are eligible for 403(b) Matching Account participation. However, only employees with an FTE greater than .5 are eligible to receive dollar-for-dollar matching UCHA contribution on the first 3 percent of pay contributed. If your FTE is .5 or less, you are not eligible for UCHA matching funds. However, if your FTE increases above .5 you will become eligible for matching contributions.

Contributions
Contributions to the 403(b) Matching Tax Deferred Annuity Plan are made by you and, if eligible, by UCHA.

Employee contributions
Your contributions are made to either Fidelity or TIAA on a pretax, salary reduction basis, meaning they are deducted from your paycheck before taxes are calculated. You may change your contribution amounts at any time during the year. The IRS limits contributions to a maximum of $18,500 per year (in 2018). If you are over 50 years old, you may make additional catch-up contributions of up to $6,000 per year (in 2018). Special contribution rules may apply if you have at least 15 years of service with UCHA.

You also are allowed to make rollover contributions to this Plan while you are employed, at the discretion of the Plan Administrator. A rollover contribution is a deposit into the Plan of a distribution you have received from other plans and certain IRAs. Such a deposit is called a “rollover” and may result in tax savings to you. You may ask the administrator or trustee of the other plan or IRA to directly transfer (a “direct rollover”) to this Plan all or a portion of any amount that you are entitled to receive as a distribution from such plan. Alternatively, if you received a distribution from a prior plan, you may elect to deposit any amount eligible to be rolled over within 60 days of your receipt of the distribution. You should consult your tax advisor to determine if a rollover is permitted and in your best interest. Your rollover will be accounted for in a separate rollover account.

UCHA contributions
If you are eligible to receive a matching contribution, UCHA will match your contributions at one dollar for each one dollar you contribute up to an amount equal to 3 percent of your salary during the calendar quarter. Contributions must be allocated in whole percentages. UCHA’s matching contribution is made directly to the investment company each pay period.

Vesting
“Vesting” refers to your ownership of UCHA’s matching contributions and their earnings. You are always entitled to your Accounts attributable to the contributions made to the Plan on your behalf.

Any matching contributions made by UCHA are vested on a graded schedule. You will receive ownership of 20 percent of your benefit each time you complete 12 months of consecutive service. You will receive credit for fractional periods of service.

Your benefit will be 100 percent vested after completing five years of service with UCHA or, if earlier, upon your attainment of age 65. If you terminate employment while any part of your account is forfeitable, then that unvested

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10 Effective October 1, 2012, Teachers Insurance and Annuity Associate/College Retirement Fund (TIAA) will not be accepting new participants under the UCHA Matching Tax Deferred Annuity Plan.
portion will be forfeited upon receiving a lump sum payout of your vested matching contributions, on the earlier of (1) five consecutive one-year breaks in service or (2) the date you no longer have a non-forfeitable interest in the Plan. If you are reemployed prior to five consecutive one-year breaks in service and did not receive a full distribution of your vested matching contributions, your forfeited account will be restored. If you have taken a distribution of your vested amount and are rehired, you may repay your vested amount before the end of the plan year in which you have five consecutive one year breaks in service or five years from the date of reemployment, and your forfeited matching account will be restored (unadjusted for any earnings or losses).

The value of your account
Separate accounts with your contributions are held in your name. Your accounts are regularly updated to reflect contributions and investment earnings or losses. Each quarter you will receive a statement from your investment company(ies) that will show the amounts of your contributions, UCHA’s contributions and all other account activity for the quarter. If you allocated your contributions to more than one investment company prior to October 1, 2012, you may receive multiple statements. There are no guarantees that the funds in your account will produce favorable earnings. Due to the nature of the investments, your account may experience losses.

Plan benefits

How your 403(b) matching tax deferred annuity plan savings can add up
These examples show how your savings and the money you could earn on your savings can add up over time.

Assume Jill is a full-time employee who earns $40,000 per year, contributes 3 percent to the 403(b) Matching Account, and receives the 3 percent UCHA matching contribution. Also assume Jill’s account earns an average of 6 percent in investment earnings, and she has 3 percent annual salary increases. Here’s what Jill’s account balance would look like over time.

<table>
<thead>
<tr>
<th>Years in plan</th>
<th>5 Years</th>
<th>10 Years</th>
<th>15 Years</th>
<th>20 Years</th>
<th>25 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jill’s savings</td>
<td>$6,370</td>
<td>$13,756</td>
<td>$22,318</td>
<td>$32,244</td>
<td>$43,752</td>
</tr>
<tr>
<td>UCHA’s match</td>
<td>$6,370</td>
<td>$13,756</td>
<td>$22,318</td>
<td>$32,244</td>
<td>$43,752</td>
</tr>
<tr>
<td>Investment earnings</td>
<td>$1,574</td>
<td>$8,242</td>
<td>$22,450</td>
<td>$47,594</td>
<td>$88,346</td>
</tr>
<tr>
<td>Total account balance</td>
<td>$14,314</td>
<td>$35,754</td>
<td>$67,086</td>
<td>$112,082</td>
<td>$175,850</td>
</tr>
</tbody>
</table>

In this example, let’s assume Jill is a full-time employee who earns $40,000 per year, contributes 5 percent to her Matching Account, and receives the 3 percent UCHA matching contribution. Again, assume Jill’s account earns an average of 6 percent in investment earnings, and she has 3 percent annual salary increases. Here’s what Jill’s account balance would look like over time.

<table>
<thead>
<tr>
<th>Years in plan</th>
<th>5 Years</th>
<th>10 Years</th>
<th>15 Years</th>
<th>20 Years</th>
<th>25 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jill’s savings</td>
<td>$10,618</td>
<td>$22,928</td>
<td>$37,198</td>
<td>$53,741</td>
<td>$72,919</td>
</tr>
<tr>
<td>UCHA’s match</td>
<td>$6,371</td>
<td>$13,757</td>
<td>$22,319</td>
<td>$32,244</td>
<td>$43,751</td>
</tr>
<tr>
<td>Investment earnings</td>
<td>$2,099</td>
<td>$10,988</td>
<td>$29,933</td>
<td>$63,457</td>
<td>$117,794</td>
</tr>
<tr>
<td>Total account balance</td>
<td>$19,088</td>
<td>$47,673</td>
<td>$89,450</td>
<td>$149,443</td>
<td>$234,463</td>
</tr>
</tbody>
</table>
It pays to start saving today
This chart shows the sooner you start saving, the more you will have at retirement. Even if you begin by saving small amounts now, it can result in a substantial investment over time.

Again, assume Jill is a full-time employee who earns $40,000 per year, contributes 5 percent to her Matching Account, receives the 3 percent UCHA matching contribution, earns 6 percent investment earnings, and has salary increases of 3 percent per year.

By planning ahead and starting to save for the future now, Jill will have $234,463 in 25 years. However, if she waits five years to begin saving, she will only have $173,245 in 25 years. By starting to save now, Jill's total account balance will be more than $60,000 greater in 25 years than if she waits.
## Changing your investments

<table>
<thead>
<tr>
<th>You can change the amount of</th>
<th>When</th>
<th>To make changes, contact</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Future contributions</strong></td>
<td>At any time online</td>
<td>Fidelity: <a href="http://www.netbenefits.com/uchealth">www.netbenefits.com/uchealth</a> or TIAA: <a href="http://www.tiaa.org/uch">www.tiaa.org/uch</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>You can change how your money is invested</th>
<th>When</th>
<th>To make changes, contact</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Future contributions</strong></td>
<td>At any time online</td>
<td>Fidelity: <a href="http://www.netbenefits.com/uchealth">www.netbenefits.com/uchealth</a> or TIAA: <a href="http://www.TIAA.org/uch">www.TIAA.org/uch</a></td>
</tr>
<tr>
<td><strong>Existing account balances</strong></td>
<td>At any time online, according to the rules of your investment company(ies)</td>
<td>Fidelity: <a href="http://www.netbenefits.com/uchealth">www.netbenefits.com/uchealth</a> or TIAA: <a href="http://www.TIAA.org/uch">www.TIAA.org/uch</a></td>
</tr>
</tbody>
</table>

## Receiving your benefits

Your benefit will be distributed based on the rules established by the investment company.

### When benefit payments may begin
You may receive a distribution from the Plan after termination of employment, death, disability or attainment of age 59 ½, and must be made in accordance with the terms established by your investment company. You may delay your distribution unless a distribution is required to be made because your Account is less than $1,000 (determined without regard to any rollover contribution account).

The IRS requires all retirement benefit payments begin no later than the April 1st following the later of the end of the year in which you reach age 70½ or retire.

### Withdrawals or distributions from the plan
The specific rules relating to withdrawals are determined by the investment company holding your accounts. Before you make a withdrawal, consider the following:

- Regular withdrawals are *not* available from the contributions you or UCHA have made unless you have reached age 59½ or you terminate employment with the UCHA.
- Hardship withdrawals through certain investment companies *may* be made (not from your mutual fund investments) before you reach age 59-1/2 if the reason for withdrawal is a financial hardship.

All withdrawals or distributions that are allowed prior to age 59-1/2 will normally be subject to a 10 percent penalty tax, in addition to regular income taxes, with 20 percent of your distribution automatically withheld to cover the penalty and taxes, except in the following situations:

- If you terminate, and your account balances are directly transferred to an IRA or other 403(b) Matching Tax Deferred Annuity Plan. A notice at termination will provide you with further details.
- If you die or are disabled.
- Your employment at UCHA is terminated during or after the year in which you reach age 55.
Your withdrawal is used to pay for tax deductible, uninsured medical expenses.

If the withdrawal is pursuant to a Qualified Domestic Relations Order.

You may be charged for withdrawals (a “surrender charge”) under certain circumstances. Check with the investment company for details. Federal and state income taxes must be paid on all funds withdrawn.

**Designating a beneficiary**

Whether you are single, married, or partner in a civil union it’s important for you to designate someone to receive your benefits in the event of your death. If you are married or a civil union partner and wish to designate someone other than your spouse or civil union partner as your beneficiary, your spouse or civil union partner must consent to the designation. The consent of your spouse or civil union partner must be in writing and notarized.

**Retirement death benefits**

If you die, your benefits are paid to your beneficiary(ies). Your beneficiary(ies) will receive the value of your account based upon distribution rules established by the investment company.

**Form of payment**

Your accounts will be payable based upon distribution rules established by the investment company.

**Assigning or transferring your account**

Your interest in your 403(b) Matching Tax Deferred Annuity Plan Account cannot be sold, assigned or transferred before it is distributed to you, except in the case where assignment is ordered pursuant to a Qualified Domestic Relations Order. Before distribution, your interest is not subject to any debts or claims against you.

**Loans**

A loan from the funds in your 403(b) Matching Tax Deferred Annuity Plan Account may be available. Contact your investment company(ies) for details.

**How to file a claim for benefits**

If you think you are owed benefits, you have the right to submit a question and/or claim to the Retirement Committee. All questions and claims regarding eligibility for 403(b) Matching Tax Deferred Annuity Plan benefits are reviewed by the Retirement Committee before a response is provided. If your claim for benefits has been denied, the Committee will provide written notice to you (or your beneficiary) stating the specific reasons for denial.

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**457(b) Deferred Compensation Savings Plan**

**Introduction**

The 457(b) Deferred Compensation Savings Plan gives you one more way to build your retirement nest egg. It is an optional tax-deferred plan available to all regular employees, excluding non-regular status employees, per diem employees and nurse travelers. Because the 457(b) Deferred Compensation Savings Plan is separate from the 403(b) Matching Account, you can contribute to both plans to optimize your retirement savings. For example, if you are under age 50, you can contribute $18,500 to the 403(b) Matching Account and an additional $18,500 to the 457(b) Deferred Compensation Savings Plan.

**How the plan works**
Contributions
You decide how much to save in the Plan. You may contribute pre-tax dollars for your retirement in addition to contributing to the 403(b) Matching Account. The 457(b) Deferred Compensation Savings Plan contribution limits for 2018 are:

- $18,500 if you are under age 50
- $24,500 if you are age 50 to 61
- Special contribution limits apply if you are age 62 or older

Instead of contributing a percentage of your pay, you contribute a flat dollar amount to the 457(b) Deferred Compensation Savings Plan. Contributions are tax-free and can grow tax-free until the money is withdrawn.

You are also allowed to make rollover contributions to this Plan, while you are employed, at the discretion of the Plan Administrator. A rollover contribution is a deposit into the Plan of a distribution you have received from other plans and certain IRAs. Such a deposit is called a "rollover" and may result in tax savings to you.

You may ask the administrator or trustee of the other plan or IRA to directly transfer (a "direct rollover") to this Plan all or a portion of any amount that you are entitled to receive as a distribution from such Plan. You should consult your tax advisor to determine if a rollover is permitted and in your best interest. Your rollover will be account for in a separate rollover account.

Vesting
You are always 100 percent vested in your 457(b) Deferred Compensation Savings Plan contributions.

Withdrawals
Withdrawals are not available from your 457(b) Deferred Compensation Savings Plan Account unless you terminate employment with UCHA, become totally disabled or retire. However, one of the big advantages of a 457(b) account is that you can take a distribution of your pre-tax contributions from the plan after termination of employment but prior to age 59 ½ without the 10 percent penalty. However, rollover accounts held in the 457(b) plan may be subject to the 10 percent penalty, depending upon their original source.

Value of your benefit
Separate accounts with your contributions are held in your name. Your accounts are regularly updated to reflect contributions and investment earnings or losses. Each quarter you will receive a statement from your investment company(ies) that will show the amounts of your contributions.

Receiving your 457(b) deferred compensation savings plan benefit
Under the 457(b) Deferred Compensation Savings Plan, your normal retirement date is age 65. When you terminate employment, you may receive a benefit payment as a lump sum or you can purchase an annuity with your account balance. You also may be able to rollover your benefit to an IRA or other qualified plan.

All distributions that are allowed will be subject to 20 percent withholding to cover taxes. The distribution of rollover contributions may be subject to the 10 percent penalty if made prior to age 59-1/2 and depending upon the source of the rollover. However in the following circumstances, this withholding will not apply:

- If you terminate, and your account balances are directly transferred to a qualified plan. A notice at termination will provide you with further details.
- If the withdrawal is pursuant to a qualified domestic relations order.

You may be charged for withdrawals (a “surrender charge”) under certain circumstances. Check with the investment company for details. Federal and state income taxes must be paid on all funds withdrawn.
Designating a beneficiary
Whether you are single, married, or a partner in a civil union, it is important for you to designate someone to receive your benefits in the event of your death. If you are married or a civil union partner and which to designate someone other than your spouse or civil union partner as your beneficiary, your spouse or civil union partner must consent to the designation. The consent of your spouse or civil union partner must be in writing and notarized.

Assigning or transferring your account
Your interest in your account cannot be sold, assigned or transferred before it is distributed to you, except in the case where assignment is ordered pursuant to a qualified domestic relations order. Before distribution, your interest is not subject to any debts or claims against you.

Loans
A loan from the funds in your account may be available. Contact the Plan Administrator for more information.

How to file a claim for benefits
If you think you are owed benefits, you have the right to submit a question and/or claim to the Retirement Committee. All questions and claims regarding eligibility for benefits are reviewed by the Retirement Committee before a response is provided. If your claim has been denied, the Committee will provide written notice to you (or your beneficiary stating the specific reasons for denial).
Definitions

**Actuary**
An individual enrolled with the IRS in accordance with Section 7701(a)(35) of the Internal Revenue Code who determines the amount of contributions required to fund the Retirement Plan.

**Actuarial Assumptions**
Assumptions used to determine your Basic Pension Plan benefit using actuarial tables showing life expectancy and the value of money over time.

**Annuity**
An annuity is a contract that provides an income for a specified period of time, such as a number of years or for life.

**Beneficiary or Beneficiaries**
Beneficiaries are persons who at any particular time are entitled to receive any amount of benefit in the case of your death.

**Civil Union Partner**
Civil Union Partner means the person with whom you have entered into a legally valid civil union on or after May 1, 2013, and as of the earlier of the date benefit payments to you begin or the date of your death.

**Committee**
The Retirement Committee chosen by UCHA’s Board of Directors to operate and oversee the Plans.

**Disability**
Disability means any impairment that permanently leaves you unable to perform any gainful activity for pay or profit, as defined under Social Security Disability Insurance rules. This must be determined by a doctor and means you no longer work for UCHA.

**Early Retirement**
If you are credited with ten years of Vesting Service under the Basic Pension Plan and have reached age 55, you can retire early and receive reduced retirement benefits.

**Employer**
University of Colorado Hospital Authority, also referred to as UCHA.

**Hour(s) of Service**
The number of hours you are paid for actual work, plus hours for which you are paid or entitled to pay such as vacation, leave of absence, medical/family leave, military, or sick leave (up to 501 hours per year), and back pay that has been awarded by UCHA.

**Investment Manager**
The entity selected by UCHA’s Board of Directors to manage Retirement Plan assets.

**Late Retirement**
If you continue working for UCHA after age 65, you will continue to earn benefits from the Retirement Plan. You may postpone your benefits under the Plan until you actually terminate employment.

**Load**
A sales charge paid when purchasing or selling fund shares or an amount added to the cost for a fund share to cover administrative expenses, taxes, contingency reserves and profits.

**Normal Retirement Age**
Age 65.
Normal Retirement Date
The first day of the month on or following your 65th birthday.

Pay/Salary
The total amount paid to you by UCHA for your work during the year, as defined by the applicable Plan. Pay/salary general is defined as the total compensation UCHA paid to you that is subject to federal income tax. However, amounts that you pay out of your pay/salary on a pretax basis to obtain certain fringe benefits and to contribute to the Fixed Contribution Investment Plan, the 403(b) Matching Tax Deferred Annuity Plan, and the 457(b) Deferred compensation savings plan are included. Pay/salary does not include compensation includible under Code Section 105(h), deductible moving expenses, disqualifying disposition of qualified stock options, taxable group-term life insurance, nontaxable group-term life, dependent care and education assistance, fringe benefits under Code Section 132, certain meals and lodging and single sum amounts received under a severance pay plan.

By law (and except in certain cases for certain employees who participated in the Fixed Contribution Investment Plan and the 403(b) Matching Tax Deferred Annuity Plan before July 1, 1996), the Plans cannot recognize annual compensation in excess of a certain dollar limit ($275,000 for 2018). The dollar limit may increase for cost-of-living adjustments every year.

Plan Year
A twelve consecutive month period beginning July 1 and ending June 30.

Participant
An employee participating in the Retirement Program.

Joint and 50% Survivor Annuity
A monthly benefit payable to you upon your retirement. When you die, one half of the benefit continues to your beneficiary until your beneficiary’s death.

Social Security Retirement Age
Your age when you may receive unreduced Social Security retirement benefits.

Spouse
Spouse means the person married to you as of the earlier of the date retirement benefits begin or your date of death.

Tax-Qualified Plan
A plan approved by the IRS as meeting the requirements of Section 401(a) of the Internal Revenue Code, allowing its participants to receive tax advantages.

Third-Party Administrator
While benefits are not paid by them, the third-party administrator serves as the actuary and record-keeper for the Basic Pension Plan and provides overall administrative services for the Retirement Program.

Trust Funds
All of the assets (money) contributed by UCHA, including interest earned, established to provide Retirement Plan benefits to participants and their beneficiaries.

Trustees
The Bank, Insurance Company, or other entity selected by UCHA’s Board of Directors, who has the authority to control and manage the Retirement Plan’s trust assets.

Vesting
This refers to the amount of your benefit which you own at any given time.
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<thead>
<tr>
<th>Contact</th>
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| UCH Health Pension Service Center | [https://eepoint.towerswatson.com/sites/UCH/ESS/](https://eepoint.towerswatson.com/sites/UCH/ESS/) | 1.855.808.3518  
Monday-Friday,  
7 a.m.-5 p.m. MST |
| Fidelity Investments          | [www.netbenefits.com/UCHHealth](http://www.netbenefits.com/UCHHealth) | 1.800.343.0860  
Automated services: 24/7  
Representatives available  
Monday-Friday, 8 a.m.-10 p.m. ET  
Saturday, 8 a.m. to 8 p.m.  
Sunday, 8 a.m. to 9 p.m. |
| TIAA                          | [www.TIAA.org/uch](http://www.TIAA.org/uch) | 1.800.842.2776 |
| Social Security Administration | [www.ssa.gov](http://www.ssa.gov) | 1.800.772.1213  
TTY: 1.800.325.0778  
Automated services: 24/7  
Representatives available  
Monday-Friday,  
7 a.m.-7 p.m. ET |