



HonorHealth 403(b) Retirement Plan

2022  
**Plan  
Highlights**



*Your financial health and well-being are important to HonorHealth. That's why we offer you a 403(b) retirement plan as part of your benefits package. This brochure provides general information about the plan, including how to access your account.*

## Eligibility and Enrollment

- Your enrollment in the plan is automatic, unless you decline participation within 30 days following your plan entry date.
- If automatically enrolled, you will be enrolled at a deferral rate of 2% and in an age-adjusted GoalMaker® Moderate Portfolio with an assumed retirement age of 65 years.
- You may actively enroll on your own and start your pre-tax savings prior to the automatic enrollment start date.

## Express Enrollment

- Enroll in the plan in as little as two clicks.
- Offers investments and a contribution rate preselected by your employer.
- Takes less than a minute!
- To use Express Enrollment, simply visit [www.prudential.com/explore-login](http://www.prudential.com/explore-login), text **Join** to **55217**, or scan the code.



## Your Contributions

- You may contribute 2% to 50% of your eligible pay before taxes, up to the IRS annual limit (\$20,500 in 2022).
- If you will be at least 50 years old in 2022, you may make an additional \$6,500 in pre-tax catch-up contributions to your account.
- You can change your contribution rate at any time.
- You may roll over money to your account, in any amount, from another “qualified” retirement plan.
- Separate bonus deferral contribution rate: you may elect to contribute from 1% to 100% of any future bonuses. The default bonus deferral contribution rate is 0%.

## Employer Contributions

- HonorHealth will contribute \$1 to your account for every \$1 you contribute (up to 4% of your eligible pay).
- You can direct employer contributions to any investments in your plan.

## Vesting

- You are 100% vested in all account contributions (and their earnings) after three years of service.
- If hired prior to 1/1/2022, you will remain 100% vested in current and future match contributions immediately.

## Access to Your Money

- You may be able to access money in your account through a loan, in-service withdrawal, or hardship withdrawal.

## Loans

- Minimum loan amount is \$1,000.
- Maximum loan amount is \$50,000 or 50% of your vested account balance, whichever is less.
- Repayments are made through a monthly coupon payment directly to Prudential Retirement®.
- Interest rate is the prime rate plus 1%.
- There is no application or processing fee.
- Maximum repayment period is five years for a general purpose loan and five to 15 years for a primary residence loan.
- You may have only two loans outstanding at a time.
- Any outstanding loan balance not paid back at termination becomes taxable in the year of default. Under the Tax Cuts and Jobs Act for defaults related to termination of employment after 2017, the individual has until the due date of that year's return (including extensions) to roll over this amount to an IRA or qualified employer plan.

### Accessing Your Account Online

#### Step 1

- Log in at [www.prudential.com/online/retirement](http://www.prudential.com/online/retirement). The first time you access your account, click "Register Now" and follow the instructions to create your user ID and password.

#### Step 2

- To enroll, follow the instructions to choose your contribution rate and to select your investments.
- If you are already enrolled, after you log in you will see the accounts home page. Click "View Details" to choose from:
  - Current Money (transfers, loans, withdrawals)
  - Future Money (contribution rate, investment allocations)
  - Retirement Planning (retirement calculators, Investor Style quiz, retirement education)
  - Other Links (Prudential IncomeFlex®, GoalMaker®, transaction history, performance, e-documents, plan information, personal information, annuity payouts)

### Accessing Your Account By Phone

#### Step 1

- Dial **800-458-6333**.

#### Step 2

- Enter your Social Security number, then follow the prompts to enter or create your PIN (personal identification number). Your PIN must be from eight to 10 digits long.
- To enroll, follow the system instructions to choose a contribution percentage and to select your investments.
- If you are already enrolled, you will be given these options to choose from:
  - Account information (balance, recent activity, investment performance, current allocations [investment elections])
  - Exchanges, allocations, contribution changes
  - Distributions (loans, withdrawals, hardships)
  - Year-to-date statements, literature, request forms
  - Change your PIN
- To speak with a participant service representative, say "Representative" after you have entered your Social Security number. Participant service representatives are available Monday through Friday, 8 a.m. to 9 p.m. ET.

## In-Service Withdrawals

You may withdraw from your account while employed, within plan restrictions. Please see the Summary Plan Description (SPD) for details.

## Hardship Withdrawals<sup>1</sup>

- You must meet one of the following requirements:
  - Purchase or construction of a principal residence.
  - Payment for higher education expenses.
  - Major medical expenses (not reimbursed by insurance).
  - Preventing eviction from, or foreclosure on, a principal residence.

## Distribution Options

- If you leave HonorHealth:
  - If your vested account balance is less than \$1,000, it will be paid out in a lump sum.
  - If your vested account balance is greater than \$1,000 but less than \$5,000, and you do not choose to receive a distribution, Prudential will follow the direction of the plan and roll over the balance to an IRA.
  - You may elect to roll over your balance to another “qualified” retirement plan or IRA.

You may elect a full or partial lump-sum payment, installment payments, or a lifetime annuity.

## Investment Options Available

Your plan offers you a wide variety of investment options from all different types of asset classes. This gives you the ability to create an investment strategy that can help you work toward your retirement goals.

To learn more about your investment options, register or log in at [www.prudential.com/online/retirement](http://www.prudential.com/online/retirement) or refer to “How can you invest your money?” in your Retirement Workbook.

## Guaranteed Income Option<sup>2</sup>

Prudential IncomeFlex Target<sup>®</sup>, a feature of the of the Prudential Retirement Security Annuity (III, IV), offered through the Prudential Retirement Insurance and Annuity Company, is an innovative investment option that can help provide a degree of retirement security. For an additional fee of about 1% of your balance, you can get:

- Guaranteed income for life.<sup>2</sup>
- Potential growth from market gains.
- Income protection in falling markets.
- Full access to your balance.<sup>3</sup>
- Lifetime benefits for your spouse.

You can make IncomeFlex Target one of your investment choices, or add it to your GoalMaker<sup>®</sup> portfolio.

If you choose to add it to GoalMaker, the program will adjust your portfolio to include an allocation to IncomeFlex Target beginning at age 55. (If you are already 55 or older and have elected to secure guaranteed income for life, IncomeFlex Target is included in your portfolio automatically.)

Either way, IncomeFlex Target can provide the growth potential you may want with the lifetime income guarantee you may need. (It does not guarantee the market value of your balance, which will fluctuate.)

If you haven't added IncomeFlex Target to your investment strategy, take another look—it just might be what you've been looking for.

## Self-Directed Brokerage<sup>4</sup>

This optional program allows you to invest in individual stocks and bonds and/or an expanded selection of mutual funds through your retirement account. Trading individual securities adds a potentially higher level of risk to your account, so you should consider this option carefully. Also, a minimum account balance is required for brokerage accounts, and additional fees apply.

## GoalMaker

GoalMaker can help take the guesswork out of choosing investments. Available at no additional cost, this easy-to-use, optional asset allocation program uses two key pieces of information—your “investor style” and the number of years until you expect to begin taking distributions from your account—to determine which one of 12 portfolios composing investment options in your plan is best suited to your goal.

Over time, GoalMaker automatically rebalances your portfolio to help you stay on track with your original investment allocation. Additionally, an optional Age Adjustment feature can adjust your allocation gradually, to help manage your risk as retirement nears.

Please keep in mind, application of asset allocation and diversification concepts does not ensure safety of principal and interest. It should also be noted that these concepts do not assure a profit or protect against loss in a declining market. **You can lose money by investing in securities.**

Investing involves various risks, such as fixed income (interest rate), default, small cap, international, and sector—including the possible loss of principal.

You may want to consult a tax professional before taking a withdrawal from the plan.

Amounts withdrawn before age 59½ may be subject to a 10% federal income tax penalty, applicable taxes and plan restrictions. Withdrawals are generally taxed at ordinary income tax rates.

<sup>1</sup>The total amount of the withdrawal may not be more than the amount required to meet your immediate financial need. However, you may have the option to “gross-up” the amount you receive to cover taxes.

<sup>2</sup>Guarantees are based on the claims-paying ability of the insurance company and are subject to certain limitations, terms, and conditions.\*

<sup>3</sup>Withdrawals or transfers (other than transfers between active IncomeFlex Target Funds) proportionately reduce guaranteed values prior to locking in. After lock-in, withdrawals in excess of the lifetime annual withdrawal amount will reduce guarantees proportionately and may even eliminate them. IncomeFlex has a guarantee fee of 1.55%.

<sup>4</sup>Self-Directed Brokerage products and services are offered through Prudential Investment Management Services LLC (PIMS), Newark, NJ, a Prudential Financial company. Self-Directed Brokerage Accounts are carried and maintained by National Financial Services LLC pursuant to a clearing agreement with PIMS.

## Ongoing Education

Prudential's online education center ([www.prudential.com/financial-education](http://www.prudential.com/financial-education)) offers informative articles, courses on a variety of topics, and calculators designed to help you plan for your financial well-being.

\*Guarantees are based on the claims-paying ability of the insurance company and are subject to certain limitations, terms, and conditions. Withdrawals or transfers (other than transfers between Active IncomeFlex Target Portfolios) proportionately reduce guaranteed values prior to locking in. After lock-in withdrawals in excess of the lifetime annual withdrawal amount will reduce future guaranteed withdrawals proportionately and may even eliminate them.

**This material is intended to provide information only. This material is not intended as advice or recommendation about investing or managing your retirement savings. By sharing this information, Prudential Retirement® is not acting as your fiduciary as defined by the Department of Labor or otherwise. If you need investment advice, please consult with a qualified professional.**

This information has been provided for your benefit and is not intended or designed to be tax advice. Please contact your tax advisor for complete details.

Contributions to 403(b) plans, including earnings thereon, generally may not be withdrawn before age 59½, severance from employment, death, or disability. Withdrawals are also subject to the terms of the plan.

The Prudential Retirement Security Annuity III and IV are variable annuities issued by **Prudential Retirement Insurance and Annuity Company (PRIAC)**, Hartford, CT and distributed by Prudential Investment Management Services LLC (PIMS), Newark, NJ (member SIPC). Both are Prudential Financial companies and each is solely responsible for its financial condition and contractual obligations. Prudential IncomeFlex Target Portfolios are variable investment options offered under the annuity. Contract form #GA-2060-IA-TGWB-0805 or state variation.

Annuity contracts contain exclusions, limitations, reductions of benefits and terms for keeping them in force. Variable annuities are suitable for long-term investing, particularly retirement savings.

**You should carefully consider a fund's investment objectives, risks, charges, and expenses before investing. For more complete information about the investment options available through your plan, please call 877-778-2100 for a free prospectus or summary prospectus that contains this and other information about our funds. For variable insurance products, you should read and consider carefully both the contract prospectus and underlying-fund prospectus before investing. You can lose money investing in securities.**

GoalMaker's model allocations are based on generally accepted financial theories that take into account the historic returns of different asset classes. But, of course, past performance of any investment does not guarantee future results. Participants should consider their other assets, income and investments (e.g., equity in a home, Social Security benefits, individual retirement plan investments, etc.) in addition to their interest in the plan, to the extent those items are not taken into account in the model. Participants should also periodically reassess their GoalMaker investments to make sure their model portfolio continues to correspond to their changing attitudes and retirement time horizon.

This plan qualifies as a 404(c) plan. 404(c) is a section of ERISA dealing with participant investment self-direction. The section has garnered much interest as a means for plan sponsors to avoid or reduce fiduciary liability for participant investment choices in a participant-directed investment plan. In order to qualify, the plan must comply with specific requirements regarding information about investment options, number and type of investment options, as well as an ability to move balances between those options on a reasonably frequent basis.

Retirement products and services are provided by Prudential Retirement Insurance and Annuity Company (PRIAC), Hartford, CT, or its affiliates. PRIAC is a Prudential Financial company.

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# NO ACTION REQUIRED: FOR YOUR INFORMATION

## Overview

As of April 1, 2022, Empower acquired the full service retirement business of Prudential Retirement. Over a period of time, you may see references to Prudential and Empower as we transition our experiences. Throughout this process, we want you to know that our focus is on you and making this transition as seamless as possible. For your reference, outlined below is the entity level detail of the acquisition, including important information to help determine who will be servicing your account or other products.

## Post-close

On April 1, 2022, Great-West Life & Annuity Insurance Company (GWLA), the parent company of Empower Retirement, LLC (Empower) acquired the full service retirement business of Prudential Financial, Inc. In connection with the transaction, GWLA acquired all shares of the following entities, which are no longer affiliated with Prudential Financial, Inc.: Prudential Retirement Insurance and Annuity Company, Prudential Bank & Trust, FSB, Global Portfolio Strategies, Inc., TBG Insurance Services Corporation, MC Insurance Agency Services, LLC, and Mullin TBG Insurance Agency Services, LLC.

Please use the following to determine if Empower is now the service provider for your account. If you have multiple accounts, you may be a customer of Prudential Financial, Inc. and its affiliates (together, Prudential) and Empower.

ACCOUNT TYPE	SERVICE PROVIDER
<p><b>If you are an annuitant, contingent annuitant or other beneficiary under a group annuity contract issued or reinsured by Prudential’s pension risk transfer business or plan participant whose benefit is administered by Prudential’s pension risk transfer business...</b></p> <p><b>How do I know if this applies to me?</b></p> <p>You were previously issued an annuity certificate from the Prudential Insurance Company of America <u>in connection with your employer’s defined benefit plan</u> OR previously received a communication from your employer that Prudential has issued a guaranteed annuity covering all or a portion of your pension benefit or pays your pension benefit.</p>	<p>...Your account remains with Prudential and was not impacted by the transaction.</p> <p>The “Important Disclosures Regarding the Empower Transaction” listed below <b>do not apply</b> to your account.</p>
<p><b>If you independently purchased an individual annuity, life insurance or investment product with Prudential...</b></p> <p><b>How do I know if this applies to me?</b></p> <ul style="list-style-type: none"><li>• You independently purchased a product from Prudential (other than a SmartSolutions IRA) that is unrelated to an employer workplace plan.</li><li>• The product you purchased is issued by The Prudential Insurance Company of America (PICA), Prudential Annuities Life Assurance Corporation (PALAC), Pruco Life Insurance Company, or Pruco Life Insurance Company of New Jersey.</li><li>• You purchased an investment product or service through Pruco Securities, LLC.</li></ul>	<p>...Your account remains with Prudential and was not impacted by the transaction.</p> <p>The “Important Disclosures Regarding the Empower Transaction” listed below <b>do not apply</b> to your account.</p>
<p><b>If you are a participant in the Prudential Employee Savings Plan (PESP), the Jennison Associates Savings Plan, the Assurance Savings Plan, the Prudential Supplemental Employee Savings Plan, the Prudential Financial, Inc. 2021 Omnibus Incentive Plan and the attendant Prudential Long-Term Incentive Program, the Prudential Financial, Inc. 2016 Deferred Compensation Plan for Non-Employee Directors or the PGIM, Inc. Omnibus Deferred Compensation Plan...</b></p> <p><b>How do I know if this applies to me?</b></p> <ul style="list-style-type: none"><li>• You receive statements and other notifications from Prudential in connection with one or more of these plans.</li></ul>	<p>...Empower is currently providing services to the plans as a sub-contractor to Prudential for a transitional period. During this period, Prudential will remain the service provider for the plans.</p> <p>Please carefully review the “Important Disclosures Regarding the Empower Transaction” below that <b>apply to you, as applicable</b>.</p>

**ACCOUNT TYPE****SERVICE PROVIDER**

**If you are a participant in a retirement plan previously serviced by Prudential Retirement, which may include defined benefit plans, non-qualified plans, defined contribution plans, and 401(k) plans (including a plan that permits self-directed brokerage accounts), or you are an account holder of a SmartSolution IRA, Auto Roll IRA, or NFS Prudential Brokerage Account...**

**How do I know if this applies to me?**

- You receive a notification from Prudential Retirement notifying you that Empower will become the service provider for your account.
- You receive a welcome email or letter from Empower.

...Empower is now the service provider for your account. However, with respect to Smart Solution IRA accounts and certain Auto Roll IRAs, Prudential Investment Management Services LLC (PIMS) remains the broker-dealer for a transitional period.

Please carefully review the “Important Disclosures Regarding the Empower Transaction” below that **apply to you**.

**Important Disclosures Regarding the Empower Transaction**

Effective April 1, 2022, the following will apply to you:

- All references to “Prudential Retirement” refer to Empower. Prudential Retirement is no longer a business unit of Prudential.
- Certain insurance products written by The Prudential Insurance Company of America were reinsured to GWLA and Great-West Life & Annuity Insurance Company of New York (for New York business). Empower Retirement will become the administrator of this business acquired from Prudential.
- Empower Retirement refers to the products and services offered by GWLA and its subsidiaries, including Empower Retirement, LLC. Empower Retirement is not affiliated with Prudential or its affiliates.
- Full-service retirement sales personnel and certain service personnel are no longer registered representatives of Prudential Investment Management Services LLC (PIMS) and are registered representatives of GWFS Equities, Inc. For a transitional period, certain back office and service personnel will remain registered representatives of PIMS.
- During a transition period, Prudential and, as applicable, its affiliates will continue to provide services to Empower. PIMS will continue to provide certain broker-dealer services under the terms of existing services agreements for certain plans and will continue to be the broker-dealer of record for existing SmartSolution IRA accounts and certain Auto Roll IRA accounts for a transitional period.
- Any documents pertaining to fraud or security commitments by Prudential Retirement are no longer applicable and are replaced with Empower’s commitments set forth at <https://participant.empower-retirement.com/participant/#/articles/securityGuarantee>.
- If Empower is the service provider for your account, Prudential’s Privacy Statements and Privacy Notices are replaced with Empower’s Privacy Notice set forth at <https://www.empower-retirement.com/privacy> for that account.

All product names, logos, and brands are property of their respective owners. “EMPOWER”, “EMPOWER RETIREMENT”, all associated logos, and product names are trademarks of Great-West Life & Annuity Insurance Company. Prudential, the Prudential logo and the Rock Design are trademarks of Prudential Financial, Inc. and its affiliates and are used under license.

Information provided herein, including linked documents, is being provided for informational or educational purposes only. By sharing it, neither PIMS nor Prudential is acting as your fiduciary as defined by the Department of Labor or otherwise. If you need investment advice, please consult with a qualified professional. Prudential Financial, its affiliates, and their financial professionals do not render tax or legal advice. Please consult with your tax and legal advisors regarding your personal circumstances.

**Have additional questions? For Prudential accounts and products, please call 800-621-1089. For Empower accounts and products, please call 877-778-2100.**