

Capital Health Retirement Savings & Investment Plan Features and Highlights

Read these highlights to learn more about your Plan. If there are any discrepancies between this document and the Plan Document, the Plan Document will govern.

About the 403(b) Plan

A 403(b) plan is a retirement savings plan designed for employees of public schools and tax-exempt organizations. A 403(b) plan allows eligible employees to supplement any existing retirement and pension benefits by saving and investing before-tax dollars through a voluntary salary contribution. Contributions and any earnings on contributions are tax-deferred until money is withdrawn.

Eligibility Requirements

All active employees of Capital Health are immediately eligible to contribute their own salary deferrals into their 403(b) account.

Enrollment

You may enroll by using the online enrollment option available at empowermyretirement.com.

2019 Contribution Limits Before Tax

In 2019, the before-tax amount you may contribute is between 1% and 100% of your compensation or \$19,000.00, whichever is less. Participants turning age 50 or older in 2019 may contribute an additional \$6,000.00.

Employer Contributions

Your employer provides a matching contribution of 25% up to the first 4% of eligible pay that you contribute. Matching contributions are made each pay period into your account.

Once you have completed 15 years of continuous service with Capital Health, the matching amount is 50% up to the first 4% of eligible pay that you contribute.

Matching contributions are only made in a pay period that you make an elective contribution and are eligible to receive a match.

Vesting Schedule

Vesting refers to the percentage of your account you are entitled to receive upon the occurrence of a distributable event. The value of your contributions (including rollovers from previous employers) to the Plan are always 100% vested.

You are 100% vested in employer contributions after two years of service. The value of your contributions, and any employer contributions, will vary with investment gains and losses.

Investment Options

A wide array of core investment options are available through your Plan. Each option is explained in further detail in your Plan's fund sheets. Once you have enrolled, investment option information is also available through the website at empowermyretirement.com. You can also call the voice response system toll free at **866-467-7756**. The website and the voice response system are available to you 24 hours a day, 7 days a week.

In addition to the core investment options, a Self-Directed Brokerage account (SDBA) is available. The SDBA allows you to select from numerous investment options for additional fees. The SDBA is intended for knowledgeable investors who acknowledge and understand the risks associated with the investments contained in the SDBA.

Transfers and Allocation Changes¹

Use your personal identification number (PIN) and username to access the website, or use your Social Security number and PIN to access the voice response system. You can move all or a portion of your existing balances between investment options (subject to Plan rules) and change how your payroll contributions are invested.

Rollovers

Only Plan Administrator approved balances from an eligible governmental 457(b), 401(k), 403(b) or 401(a) plan or an Individual Retirement Account (IRA) may be rolled over to the Plan. Some plans may only allow rollovers from other 403(b) plans. Distributions you receive prior to age 59½ may be subject to the 10% early withdrawal federal tax penalty.

As with any financial decision, you are encouraged to discuss moving money between accounts, including rollovers, with a financial advisor and to consider costs, risks, investment options and limitations prior to investing.

Withdrawals

Qualifying distribution events are as follows:

- Retirement
- Permanent disability
- Financial hardship (as defined by Internal Revenue Code and your Plan's provisions)
- Severance of employment (as defined by Internal Revenue Code provisions)
- Attainment of age 59 ½
- Death (your beneficiary receives your benefits)

Traditional Accounts and Matching Contributions

Ordinary income tax will apply to each distribution. Distributions received prior to age 59½ may also be assessed a 10% early withdrawal federal tax penalty. Refer to your Summary Plan Description for more information about distributions.

Plan Fees

Recordkeeping or Administrative Fees:

An annual asset charge of 0.15% is deducted at 0.0125% monthly from your account.

Distribution Fees:

There are no Plan distribution fees.

Investment Option Fees:

Each investment option has an investment management fee that varies by investment option. These fees are deducted by each investment option's management company before the daily price or performance is calculated. Fees pay for trading of securities within the investment option and other management expenses. Funds may impose redemption fees on certain transfers, redemptions or exchanges.

There are additional quarterly fees and/or transaction fees to participate in the Self-Directed Brokerage Account.

Loans

Your Plan allows you to borrow the lesser of \$50,000 or 50% of your total vested account balance. The minimum loan amount is \$1,000, and you have up to five years to repay your loan — up to 15 years if the money is used to purchase your primary residence. There is a \$50 origination fee for each loan, plus an ongoing annual fee of \$25 or \$6.25 per quarter.

Empower Retirement Advisory Services

Your Plan offers a suite of services called Empower Retirement Advisory Services offered by Advised Assets Group, LLC, a registered investment adviser. You can have AAG manage your retirement account for you through My Total Retirement™. Or, if you prefer to manage your retirement account on your own, you can use Online Advice. These services and tools help create a personalized retirement strategy for you.

The annual cost of Advisory Services is as follows:

- Online Advice – no additional cost to you
- The annual My Total Retirement™ fee is assessed quarterly and is based on a percentage of your assets under management as follows:

First \$100,000	0.45%
Next \$150,000	0.35%
Next \$150,000	0.25%
Amounts over \$400,000	0.15%

There is no guarantee provided by any party that participation in any of the advisory services will result in a profit.

For more detailed information about these services, visit your Plan's website at empowermyretirement.com or call the voice response system, toll free at **866-467-7756** to speak to an AAG investment adviser representative.

How Can I Get More Information?

Visit the website at empowermyretirement.com, or call the voice response system, toll free at **866-467-7756** for more information. The website provides information regarding your Plan, as well as financial education information, financial calculators and other tools to help you manage your account.

Carefully consider the investment option's objectives, risks, fees and expenses. Contact us for a prospectus, summary prospectus or disclosure document containing this information. For prospectuses related to investments in your self-directed brokerage account (SDBA), contact your SDBA provider. Read them carefully before investing.

1Transfer requests received on business days prior to close of the New York Stock Exchange (4 p.m. Eastern time or earlier on some holidays or in other special circumstances) will be initiated at the close of business the same day the request was received. The actual effective date of your transaction may vary depending on the investment option selected.

Securities offered or distributed through GWFS Equities, Inc., Member FINRA/SIPC and a subsidiary of Great-West Life & Annuity Insurance Company.

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