

# University Health Retirement Program Plans Comparison



## Summary of the University Health 457(b) Deferred Compensation Plan and 403(b) Savings Plan

University Health offers you an opportunity to save for your future by offering more than one voluntary retirement plan: The 457(b) Deferred Compensation Plan and the 403(b) Savings Plan. This flyer is designed to help you understand the provisions of the 457(b) Deferred Compensation Plan and 403(b) Savings Plan. If there are any conflicts between these Highlights and the Plan document, the Plan provisions prevail.

	<b>457(b) Deferred Compensation Plan (Plan #664361)</b>	<b>403(b) Savings Plan (Plan #664365)</b>
<b>Enrollment</b>	Online enrollment available at <a href="https://UHS.beready2retire.com">UHS.beready2retire.com</a>	
<b>Eligible employees</b>	All employees performing services for the System	All employees performing services for the System
<b>Employee contributions</b>	Up to 100% of employee compensation without exceeding annual IRS contribution limits.  See <a href="https://voya.com/IRSlimits">voya.com/IRSlimits</a> for current limits.	Up to 100% of employee compensation without exceeding annual IRS contribution limits.  See <a href="https://voya.com/IRSlimits">voya.com/IRSlimits</a> for current limits.
<b>Please note:</b> University Health allows you to contribute simultaneously to both the 457(b) Deferred Compensation Plan and the 403(b) Savings Plan.		
<b>Catch-up contributions</b>	Age 50+ catch-up is permitted. The total amount of contributions (normal and catch-up) cannot exceed IRS contribution limits.	Age 50+ catch-up and the 15-year catch-up provision are permitted.  The IRS requires a certain ordering of contributions if an employee is entitled to use both the 15-year catch-up and the Age 50+ catch-up in the same year. The 15-year catch-up is used first, then the Age 50+ catch-up.
<b>Employer match</b>	For eligible employees, UH will match 25 cents on the dollar, up to 4% of eligible compensation.  Eligible employees qualify for the Match Savings Plan on the next January 1st or July 1st following attainment of (i) 21 years of age and (ii) one year of continuous employment with UHS, during which 1,000 hours were worked. Employee must contribute to the 457(b) plan to participate.	Contributions to the 403(b) Plan are not matched.

	457(b) Deferred Compensation Plan (Plan #664361)	403(b) Savings Plan (Plan #664365)
<b>Enrollment</b>	Online enrollment available at <a href="https://UHS.beready2retire.com">UHS.beready2retire.com</a>	
<b>Employer match vesting</b>	The company match vesting schedule is 100% after reaching 5 years of vesting service. You are credited with one year of vesting service for each year in which you work at least 1,000 hours.	Not applicable. There is no employer match program for the 403(b) Savings Plan.
<b>Loans</b>	Loans are not permitted.	Loans are not permitted.
<b>Distributions allowed</b>	Age 70 1/2, severance from employment, death, or retirement	Severance from employment, death, or retirement. The 10% premature distribution penalty tax applies to distributions taken prior to age 59½, unless an IRC exception applies.
<b>In-service withdrawals</b>	Yes – unforeseeable emergencies	Yes – hardship withdrawal Please note: You will be suspended from making contributions to your account for six months following a hardship withdrawal.
<b>Qualified Domestic Relations Order (QDRO)</b>	Yes	Yes
<b>Local Voya Representatives</b>	Local service and individual support, including retirement planning and financial and investment education, is offered by your local Voya representatives:	
<b>* Investment adviser representative and registered representative of, and securities and investment advisory services offered through Voya Financial Advisors, Inc. (member SIPC).</b>	Voya Financial Advisors 7551 Callaghan Road, Suite 100, San Antonio, TX 78229 Phone: <b>(210) 979.8277</b> <ul style="list-style-type: none"> <li>• Gary Boehmer* (gary.boehmer@voyafa.com)</li> <li>• Shane Pfeffer* (shane.pfeffer@voyafa.com)</li> <li>• Dave Poppe* (dave.poppe@voyafa.com)</li> <li>• Albert Villarreal* (avillarreal@voyafa.com)</li> <li>• Richard Longoria* (richard.longoria@voyafa.com)</li> </ul>	
<b>Voya Retirement Readiness Services Center</b>	<b>(800) 584-6001</b> Available Monday–Friday 7:00 a.m. – 8:00 p.m. (Central Time).	
<b>Participant website</b>	<b><a href="https://UHS.beready2retire.com">UHS.beready2retire.com</a></b>	

Voya.com



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For 403(b)(1) fixed or variable annuities, employee deferrals (including earnings) may generally be distributed only upon your: attainment of age 59½, severance from employment, death, disability, or hardship. Note: Hardship withdrawals are limited to employee deferrals made after 12/31/88. Exceptions to the distribution rules: No Internal Revenue Code withdrawal restrictions apply to '88 cash value (employee deferrals (including earnings) as of 12/31/88) and employer contributions (including earnings). However, employer contributions made to an annuity contract issued after December 31, 2008 may not be paid or made available before a distributable event occurs. Such amounts may be distributed to a participant or if applicable, the beneficiary: upon the participant's severance from employment or upon the occurrence of an event, such as after a fixed number of years, the attainment of a stated age, or disability. For 403(b)(7) custodial accounts, employee deferrals and employer contributions (including earnings) may only be distributed upon your: attainment of age 59½, severance from employment, death, disability, or hardship. Note: hardship withdrawals are limited to: employee deferrals and '88 cash value (earnings on employee deferrals and employer contributions (including earnings) as of 12/31/88).

Insurance products, annuities and retirement plan funding issued by (third party administrative services may also be provided by) Voya Retirement Insurance and Annuity Company ("VRIAC"), Windsor, CT. VRIAC is solely responsible for its own financial condition and contractual obligations. Plan administrative services provided by VRIAC or Voya Institutional Plan Services LLC ("VIPS"). VIPS does not engage in the sale or solicitation of securities. All companies are members of the Voya® family of companies. Securities distributed by Voya Financial Partners LLC (member SIPC) or third parties with which it has a selling agreement. Custodial account agreements or trust agreements are provided by Voya Institutional Trust Company. All products and services may not be available in all states.

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