

# Atlantic Health Retirement Plan Changes

## Frequently Asked Questions

**Increased  
AHS Match  
is Here!**

### What is the 403(b) Retirement Savings Plan?

The 403(b) Retirement Savings Plan is a voluntary, tax deferred retirement plan that can help you grow your retirement savings while helping you reduce your taxable earnings. Team members contribute a minimum of 1% of annual base pay. The plan grows with your contributions, return on investments, and Atlantic Health's contributions over time.

### What is the increased 403(b) Retirement Savings Plan match?

Atlantic Health System continues to invest in you! We are increasing the employer match to 50¢ on the dollar on the first 6% of team member contributions. This means if your contribution is 6%, Atlantic Health will contribute an additional 3% to your 403(b) Retirement Savings Plan account. Atlantic Health makes an additional contribution to each team member's 403(b) account of 2% of your eligible earnings regardless of your contribution.

### I currently have a higher match than 3%, what will happen to me?

You will be grandfathered at your current match rate, but it will not be increasing with continued Years of Service.

### I am a new hire. Am I eligible for this match?

You are eligible for the match after you meet 1,000 hours and 1 Year of Service.

### Can I contribute more than 6% of my salary?

Yes, we encourage you to contribute more than 6% as we want you to be able to have the retirement that you envision. The cap on the match will be 50¢ on the dollar up to the first 6% of team member contributions.

### What is auto escalation?

Team members participating in the 403(b) Retirement Savings Plan are automatically enrolled in the plan at a fixed percentage rate of 3% unless they choose otherwise. Your contribution rate will automatically increase 1% per year up to a maximum of 15%. Team members can elect not to contribute or to contribute a different percentage of pay or stop the automatic increase.

### What is a Roth contribution?

The Atlantic Health System 403(b) Retirement Savings Plan offers Roth contributions. A participant in the 403(b) Retirement Savings Plan can save more in Roth contributions (\$20,500, if under age 50) than in a Roth IRA (\$6,000), plus there are no income restrictions saving after-tax money in the 403(b) Retirement Savings Plan. You can transfer vested funds from your pre-tax account to a Roth account within your 403(b) Retirement Savings Plan. Also, you can rollover funds from a previous employer Roth plan to AHS.

## At a Glance

### 403(b) Retirement Savings Plan

*(For team members hired/rehired December 15, 2013 or later)*

- Team members may voluntarily contribute to the 403(b) Retirement Savings Plan
- The 403(b) Retirement Savings Plan account grows with team member contribution and bi-weekly employer match contribution, when eligible
- Atlantic Health System contributes an annual 2% non-elective employer contribution even if you do not contribute to the plan\*
- New hires are auto-enrolled at 3% annually
- Employer contributions are 100% vested after reaching 3 years of credited service\*
- Employer bi-weekly match contributions of 50¢ on the dollar up to the first 6% of your contributions\*
- Loan and hardship withdrawals available
- Your contribution will automatically increase 1% annually up to 15% unless you opt out
- Option to save pre-tax and/or post-tax (Roth)

\* Eligibility rules apply. Please visit the Retirement section on The Compass or [EnrollAHS.com](http://EnrollAHS.com) for details.

## Atlantic Health Retirement Plan Changes

# Frequently Asked Questions

*continued*



### How do I access my 403(b) Retirement Savings Plan account?

Accessing details about your 403(b) Retirement Savings Plan account is fast and easy. To access your account, visit [empowermyretirement.com](https://empowermyretirement.com). You can also download the Empower app from the Apple App Store or Google Play Store. If you need additional support with your account, you can call Empower at 866-467-7756.

### What is the difference between Roth and Pre-Tax Contributions?

Roth Contributions are made with after-tax dollars, so you will pay more in taxes today on the money you invest, but in retirement, you won't pay taxes on the money you invested, or the earnings. Pre-Tax Contributions are made pre-tax dollars, so you will pay no taxes today on the money you invest, but in retirement, you'll pay taxes on the money you invested, and on the earnings.

### Do I receive a match on my Roth contributions?

Yes, the match is the same whether you contribute pre-tax or after-tax—50¢ on the dollar up to the first 6%.

### Will the Employer Voluntary Contribution change (NEC)?

It will remain 2% of your eligible earnings.

### Do I have to contribute to the 403(b) plan to receive the NEC?

No, however, we strongly encourage you to contribute.

### I am contributing a flat dollar amount, what do I need to do to get the match?

You do not need to do anything. AHS will convert your flat dollar amount to a percentage behind the scenes so you will get the correct match.

### Are the eligibility requirements for the match the same?

Yes, currently attainment of age 21 and completion of 1 Year of Service. (Crediting a Year of Service after employee completes 1,000 hours of service during the computation period)

### Are the eligibility requirements for the Non-elective contribution the same?

Yes, currently attainment of age 21 and completion of 1 Year of Service. (Crediting a Year of Service after employee completes 1,000 hours of service during the computation period)

### Can I participate at the maximum for both the Roth and the Pre-Tax 403(b) Plan?

You will only receive the match on 50¢ on the dollar up to the first 6% combined Roth and Pre-Tax contributions. The matching contributions will be pre-tax.

### What earnings are eligible for consideration for the match?

Only earnings from your base salary and variable compensation, such as a shift differential, bonus and other income are eligible for the match. Overtime pay is excluded from the match.

### I have questions about my retirement. Who can I contact with questions?

For additional help and guidance with your 403(b) Retirement Savings Plan account, please contact Empower at 866-467-7756 or visit their website at [empowermyretirement.com](https://empowermyretirement.com). If you are interested in meeting with an Empower Retirement Plan Counselor one-on-one, you can register for a 30-minute appointment at [ahsretirement.com](https://ahsretirement.com).

### I have a cash balance pension and a 403(b) Retirement Savings Plan at AHS. How does this change impact me?

If you are an active participant in the Cash Balance Plan, these changes do not impact you, as you are not eligible for the match. AHS already contributes 100% to the Cash Balance Plan and encourages you to save in your 403(b) Plan.

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