

New 403(b) plan design

The new plan design for the Spectrum Health System 403(b) Plan will be effective January 1, 2021. Spectrum Health has redesigned the plan to be competitive, easy to understand, and financially sustainable.

Contributions continue to be funded by both you and Spectrum Health.

- You continue to decide how your account balance is invested, allowing for flexibility with your risk tolerance and investment style.
- Employer contributions will be deposited quarterly; allowing your investment in your future to grow earlier than if deposits were contributed annually.

Summary of Spectrum Health System 403(b) plan design changes effective January 1, 2021

Plan Feature	New plan effective January 1, 2021	Benefit
Employer match contribution*	Spectrum Health matches 50% of your contributions up to 6% of your pay, subject to the annual IRS compensation limit which is annually established by law and slated to be \$290,000 in 2021, for a maximum employer match of 3% of pay. Match dollars deposited quarterly. You are always fully vested in your own contributions to the Plan. This means that your personal contributions will always belong to you (together with any investment gain or loss).	Contributing to the Spectrum Health System 403(b) Plan is a great start. But if you really want to shift your retirement planning into high gear, consider taking full advantage of the plan’s matching contribution—if not, it’s like passing up potential “free money.”
Employer service contribution*	Based on years of service: 1-4 years: 1% 5-9 years: 2% 10+ years: 3% Contributions deposited quarterly. You are eligible for the service contribution if you are at least age 18 and have completed one year of service with 1,000 hours.	Once you qualify for the service contribution, you receive the contribution regardless of whether you contribute to the plan. This new tiered design rewards your service with Spectrum Health.

* Participants must be employed on the last day of the quarter to be eligible for the employer contributions.

Questions?

Call Spectrum Health People Solutions at **616.486.7447**. Once the transition is complete you may contact Prudential at **844.747.3847**. Participant service representatives are available Monday through Friday, 8 a.m. to 9 p.m. Eastern Time.



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