

Vanderbilt University Medical Center Retirement Plan Highlights

Take advantage of the Vanderbilt University Medical Center (VUMC) Retirement Plan (the "Plan") and all the features and benefits it has to offer. To log on to your account, to enroll or to learn more about the tools and resources available visit [netbenefits.com/vumc](https://www.netbenefits.com/vumc) or you may call the Fidelity Retirement Service Center at **800-343-0860**. Fidelity Representatives are available Monday through Friday, 7 a.m. to 11 p.m. Central time. The following are Plan Highlights to help you get started.

When can I enroll in the Plan?

You are eligible to make voluntary contributions to the Plan immediately. To enroll, log on to Fidelity NetBenefits® at www.netbenefits.com/vumc, or call Fidelity at **800-343-0860**.

Your enrollment becomes effective once you elect a contribution percentage for voluntary contributions, which initiates the deduction from your pay. The voluntary salary deductions will generally begin with your next pay period after we receive your enrollment information, or as soon as administratively possible. If you become eligible for mandatory contributions and are not yet enrolled in the Plan, you will be automatically enrolled at that time. To learn about mandatory contributions to the Plan visit the VUMC HR website at <https://hr.vumc.org/>.

How much can I contribute?

Through automatic payroll deduction, you may contribute the lesser of 100 percent of your eligible pay or the applicable IRS contribution limit on a pretax and/or Roth 403(b) after-tax contribution basis. The IRS contribution limit for 2022 is \$20,500.

What is the Roth contribution option?

A Roth contribution to your Plan allows you to make after-tax contributions and withdraw any associated earnings completely tax free at retirement - as long as the distribution is a qualified one. A qualified distribution, in this

case, is one that is taken at least five tax years after your first Roth 403(b) contribution and after you have attained age 59½, or become disabled or die. Through automatic payroll deduction, you can contribute between 1 percent and 100 percent of your eligible pay as designated Roth contributions, up to the annual IRS dollar limits.

For more information please log on to NetBenefits® at www.netbenefits.com/vumc and select "Library" from the home page.

Does VUMC contribute to my account?

If you are eligible, VUMC will help your retirement savings grow by matching up to 5 percent of your contributions. To learn more about VUMC's matching contributions visit the VUMC's HR website at <https://hr.vumc.org/>.

What "catch-up" contribution can I make?

If you have reached age 50 or will reach 50 during the calendar year Jan. 1 – Dec. 31 and are making the maximum Plan or voluntary contribution, you may make an additional "catch-up" contribution each pay period. The maximum annual catch-up contribution is \$6,500. Going forward, catchup contribution limits will be subject to cost of living adjustments (COLAs) in \$500 increments.

When am I vested?

You are immediately 100 percent vested in your own contributions to the Plan, as well as in any of VUMC's matching contributions and any earnings on them.

How do I designate my beneficiary?

Your beneficiary or beneficiaries will inherit your account in the event of your death. You should consider identifying a beneficiary when you enroll in your Plan, and update the information if you experience a life-changing event such as a marriage, divorce, birth of a child, or death in the family. Fidelity's Online Beneficiaries Service, available through NetBenefits offers a straightforward, convenient process that takes just minutes. To designate your beneficiary, simply click on "Profile" from the main menu within NetBenefits.

Are there Fees?

Plan administrative fees may include recordkeeping, legal, accounting, trustee, and other administrative fees and expenses associated with maintaining the Plan. A Recordkeeping Fee of \$7.50 per quarter (\$30 per year) will be charged on a quarterly basis to the accounts of all participants in the Plan. The \$7.50 charge will appear on your quarterly statements. This recordkeeping fee is subject to change.

What are my investment options?

To help you meet your investment goals, the Plan offers you a range of options. You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. The many investment options available through the Plan include conservative, moderately conservative, and aggressive funds. A complete description of the Plan's investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online.

What are the single fund solution options in my plan?

If the idea of getting professional help to manage your investments appeals to you, your plan offers Target Date Funds. With Target Date Funds, the investment mix of stocks and bonds automatically becomes more conservative as the target retirement date approaches. Principal invested is not

guaranteed at any time, including at or after the fund's target date. Choose the fund that represents your anticipated year of retirement.

What if I don't make an Investment election?

We encourage you to take an active role in saving for retirement and choose investment options that best suit your goals, time horizon, and risk tolerance. If you do not select specific investment options for your contributions, they will be invested in the Vanguard Target Retirement Fund with the target retirement date closest to the year you might retire, based on your current age and assuming a retirement age of 65, at the direction of VUMC.

If no date of birth or an invalid date of birth is on file at Fidelity your contributions may be invested in the Vanguard Target Retirement Income Fund.

What are the annuity options in my plan?

An annuity is issued by an insurance company and purchased by a consumer for long-term investing. There are various fees and expenses associated with annuities, and in certain situations withdrawal penalties may be applicable. An annuity is not a mutual fund. There are two types of annuities, variable and fixed.

Your plan offers a fixed annuity. A fixed annuity lets you lock in a guaranteed rate of interest for a specific period — normally between three months and one year. As each "guarantee rate period" comes to a close, the insurance company sets a new interest rate for the upcoming period.

Interest rates and time periods vary depending on the annuity contract. Guarantees are subject to the claims-paying ability of the insurance company.

Is there a self-directed brokerage option in my plan?

For those desiring the most investment flexibility and choice, the Plan offers Fidelity BrokerageLink®, a self-directed brokerage option, which provides you with the opportunity to select from thousands of mutual funds beyond those offered in the

standard plan line up. A complete description of the Plan's standard investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online at NetBenefits. Click on "Quick Links," then select "Investment Performance and Research" and follow the online instructions.

BrokerageLink includes investments beyond those in your plan's lineup. You should compare investments and share classes that are available in your plan's lineup with those available through BrokerageLink, and determine the available investments and share class that is appropriate for your situation. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance.

What are the managed account options in my plan? Fidelity® Personalized Planning & Advice ("The Service")

Fidelity offers a valuable managed account service that lets you delegate the day-to-day management of your workplace savings plan account to professional investment managers. Fidelity's experienced professionals evaluate the investment options available in your plan and identify a model portfolio of investments appropriate for an investor like you. The service then invests your account to align with this model portfolio and provides ongoing management of your account to address changes in the markets, your plan's investment lineup, and changes in your personal or financial situation. With a managed account, you can take advantage of Fidelity's resources and experience to help ensure that:

- Your investments are managed through the ups and downs of the market.
- You're keeping your accounts aligned with your goals through annual reviews and check-ins.
- Your account is actively managed to create an opportunity for long-term gains while managing the risk associated with investing.

To see if Personalized Planning & Advice is right for you, go online where you can easily

enroll in The Service and learn more.

Fidelity Representatives are available to answer any questions you may have about this managed account service. Call **866-811-6041** for more information.

Can I take a loan from my account?

Although your Plan account is intended for the future, you may borrow from your account for any reason.

Generally, the Plan allows you to borrow up to 50 percent of your vested account balance. The minimum loan amount is \$1,000, and a loan must not exceed \$50,000. You then pay the money back into your account, plus interest, through Fidelity's Automated Clearing House (ACH) Service where the payments are deducted from your personal bank or credit union account. Any outstanding loan balances over the previous 12 months may reduce the amount you have available to borrow. You may have one loan outstanding at a time. The cost to initiate a loan is \$75, and there is a quarterly maintenance fee of \$6.25. The initiation and maintenance fees will be deducted directly from your individual Plan account. If you fail to repay your loan (based on the original terms of the loan), it will be considered in "default" and treated as a distribution, making it subject to income tax and possibly to a 10 percent early withdrawal penalty. Defaulted loans may also impact your eligibility to request additional loans. Be sure you understand the Plan guidelines and impact of taking a loan before you initiate a loan from your Plan account.

Can I make withdrawals?

Withdrawals from the Plan are generally permitted when you terminate your employment, retire, reach age 59½, or have severe financial hardship, as defined by your Plan.

Can I move money from another retirement plan into my VUMC Retirement Plan?

You are permitted to roll over eligible pretax contributions from another 401(k) plan, 401(a) plan, 403(b) plan or a governmental 457(b) retirement plan account or eligible

pretax contributions from conduit individual retirement accounts (IRAs). A conduit IRA is one that contains only money rolled over from an employer-sponsored retirement plan that has not been mixed with regular IRA contributions.

Contact your Fidelity Investment Representative for details.

Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.

How do I access my account?

You can access your account online through Fidelity NetBenefits® at www.netbenefits.com/vumc or call the Fidelity Retirement Service Center at **800-343-0860** to speak with a representative or use the automated voice response system, virtually 24 hours, 7 days a week.

To schedule a one-on-one consultation with a Fidelity representative, call Fidelity at **800-642-7131** or go online to www.netbenefits.com/vumc.

Text NBapp or NBplay to **343-898** to download the NetBenefits mobile app.

Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

Investing involves risk, including the risk of loss.

Fidelity® Personalized Planning & Advice *at Work* is a service of Fidelity Personal and Workplace Advisors LLC and Strategic Advisers LLC. Both are registered investment advisers, are Fidelity Investments companies and may be referred to as "Fidelity," "we," or "our" within. For more information, refer to the Terms and Conditions of the Program. When used herein, Fidelity Personalized Planning & Advice refers exclusively to Fidelity Personalized Planning & Advice *at Work*. **This service provides advisory services for a fee.**

This document provides only a summary of the main features of the VUMC Retirement Plan, and the Plan document will govern in the event of any discrepancies.

Message and data rates may apply. Get details at <http://pages.fidelityinvestments.com/smsee>.

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