



Trinity Health  
**After-Tax  
Savings**  
Account Highlights



# WHAT YOU NEED TO KNOW ABOUT THE TRINITY HEALTH AFTER-TAX SAVINGS FEATURE OF THE RETIREMENT SAVINGS PLAN

The after-tax savings feature of the Trinity Health Retirement Savings Plan provides an additional level of savings. In addition, there are tax advantages to help your money grow.

<b>Who Can Participate</b>	All associates employed by former Holy Cross locations are eligible to participate as of the date of hire.
<b>How do I Enroll</b>	You may enroll at anytime by calling Diversified at 800-394-5240 or by logging onto the website at <a href="https://retirementprogram.trinity-health.org">https://retirementprogram.trinity-health.org</a> .
<b>Your Contributions to the Plan</b>	<p>You may contribute from 1% to 25% of pay (subject to the limits imposed by compliance testing applicable to the plan). Contributions can be made in whole percentages or flat dollar amounts.</p> <p>Contributions are deducted after taxes each pay period.</p> <p>You may stop your contributions at anytime. You may also increase or decrease your contributions at anytime by calling Diversified at 800-394-5240 or by logging onto the website at <a href="https://retirementprogram.trinity-health.org">https://retirementprogram.trinity-health.org</a>.</p> <p>Earnings are not subject to Federal income tax until you take a distribution. State taxation rules generally are similar, although some exceptions exist.</p>
<b>Investment Direction</b>	You decide how your contributions will be invested choosing from the investment fund options offered under the program with Diversified Investment Advisors. Information on the investment options, the fund prospectus and the Summary Plan Description (SPD) are available on the website at <a href="https://retirementprogram.trinity-health.org">https://retirementprogram.trinity-health.org</a> .
<b>Transfers</b>	You may make changes in the investment of future and past contributions at any time by calling Diversified at 800-394-5240 or by logging onto the website at <a href="https://retirementprogram.trinity-health.org">https://retirementprogram.trinity-health.org</a> .
<b>Vesting</b>	You are always 100% vested in your after-tax contributions.

## Plan Fees

The Trinity Health Retirement Savings Plan provides associates with a great way to save and invest for the future. The Plan offers a variety of investment options and services. The cost to provide these services is incurred by the associates within the Plan.

The growth of your Trinity Health Retirement Savings Plan account depends on how much you contribute and how well your investments perform. Fees, while necessary to pay for the services offered under the Plan, do impact a participant's ultimate investment return. Below is a breakdown of the components in which fees are charged.

### **Servicing Related Fees (Diversified Investment Advisors)**

- All associate communications and educational programs (i.e. FOCUS Seminars) and giveaways
- Access to local On-Site Retirement Plan Specialists
- Recordkeeping Services including automated voice response system and online access
- Call center representatives (i.e. 1-800-394-5240 hotline)
- Compliance team (monitors legal/regulatory changes)

### **Investment Related Fees (also called Expense Ratio)**

The expense ratio is a mutual fund's total annual operating expenses (including management fees, distribution fees and other expenses) revealed as a percentage of the fund's average net assets. Within the expense ratio, individual fund families may revenue share or pay back a portion of the expense ratio. This revenue sharing is then credited as a payment toward covering the cost of the servicing fee listed above. Generally, lower expense ratios result in lower revenue sharing.

### **Difference between a Plan Service Fee and a Plan Service Credit**

- When the revenue sharing generated from the investment funds does not fully cover the cost of the servicing related fees, a Plan Service Fee will be charged and reflected on participant statements.
- When revenue sharing generated from the investment funds covers more than the cost of the servicing related fees, a Plan Service Credit will be issued and reflected on participant statements.

## Self-Directed Account

In addition to the core investment options offered in the plan, Diversified Investment Advisors has an alliance with Charles Schwab & Co. Inc. to provide a full range of self-directed investment options including access to thousands of mutual funds.

The Personal Choice Retirement Account<sup>®</sup> (PCRA) is designed for participants who:

- are experienced investors;
- want more control of their retirement investments; and
- want a wider choice of investment options.

There is an annual fee of \$50.00 for PCRA, which will be withdrawn from your account each year in January.

Please refer to the Schwab PCRA Brochure for more information on transaction fees and account administration.

**Self-Directed Account  
(cont'd)**

Investments in PCRA are restricted to Mutual Funds.

If you are interested in establishing a PCRA, you may obtain additional information by calling the Diversified toll-free number at 800-394-5240 or by meeting with the Diversified representative at your location.

**Withdrawals and  
Distributions**

You may take up to two distributions each quarter for any reason.

To make a withdrawal, you must complete an In-Service Withdrawal form which can be obtained from your Diversified representative, by calling Diversified at 800-394-5240, or by logging onto the website at <https://retirementprogram.trinity-health.org>.

The amount you withdraw must be at least \$100, or your full account balance if less than \$100.

When you request a withdrawal, contributions made before January 1, 1987 will be withdrawn first. No interest will be paid out provided there are enough pre-1987 employee contributions to cover your withdrawal request. Because you have already paid tax on your own contributions, no further taxes will be due when this money is withdrawn.

Once your pre-1987 contributions are “used up,” withdrawals will include both contributions and interest, on a pro rata basis. The portion of the withdrawal due to interest will be subject to regular personal income taxes. In addition, current tax law may assess an additional 10% tax on this interest, if you are under age 59<sup>1/2</sup> at the time of distribution.

Upon termination of service, you can elect to receive a distribution or roll your account over to an IRA, 401(k) or 403(b). If you elect to take a distribution, it will be made in a lump sum or installments.

**What happens if I die**

If you die, your savings will be paid to your beneficiary on file with Diversified.

**Account Information**

Individual account records are updated daily. Investment transactions received by Diversified are processed the same business day if received by 4:00 p.m., ET.

Account Statements are mailed on a quarterly basis and include account balance, investment results, and all transactions that have taken place during the period. Individual confirmations are also sent with each change that you make to your account.

For more information, please refer to your Trinity Health Retirement Program Summary Plan Description or visit the Trinity Health website at <https://retirementprogram.trinity-health.org>. You may also contact your local Diversified Retirement Plan Specialist or call Diversified at 800-394-5240 to speak with a representative. Phone representatives are available Monday through Friday, 8:00 a.m. to 9:00 p.m. ET.

## DIVERSIFIED DIRECT<sup>SM</sup>

Diversified offers superior customer service and direct access to up-to-date information about your Retirement Savings Plan. Through our website and toll-free telephone service, you can access account information and investment performance, and initiate selected transactions on your account.

### Diversified Direct Online

<https://retirementprogram.trinity-health.org> provides web-based investment modeling and retirement planning tools to help you create or modify your Plan of a Lifetime strategy.

Or, you may call Diversified at **800-394-5240** to speak with a Participant Advisory Counselor for enrollment assistance, investment counseling, and retirement planning guidance.

Diversified Direct can help you:

- Set a retirement income goal
- Create a retirement savings strategy
- Choose among the available investment options
- Learn about diversification
- Roll over an existing account to your retirement savings plan
- Open a Diversified IRA
- Stay informed about economic conditions, tax regulations and Social Security
- Keep your retirement savings strategy up-to-date
- Rebalance your investments
- Create a plan for investing during retirement
- Choose an appropriate distribution option when you retire or leave your employer

Diversified Direct is available 24 hours a day, seven days a week. Customer Service and Participant Advisory Counselors are available Monday through Friday, 8:00 a.m. to 9:00 p.m., ET. Customer service is available in 140 languages.

**Be green—sign up for e-statements today!**

This Plan Highlights brochure is designed to give you an overview of this after-tax savings account features.

If a discrepancy exists between the provisions found in this material and the legal plan documents, the legal plan documents will govern.

Diversified Investment Advisors has been selected to administer the Trinity Health Retirement Savings Plan. At Diversified, retirement plans are—and always have been—their only business. This singular focus enables Diversified to dedicate all of their resources and technology to meeting the retirement planning needs of plan participants. Today, over a million employees of organizations across the United States invest their retirement assets with them.



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