

# Beacon Retirement Savings 403(b) Plan

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## Initial Notice of Safe Harbor Contributions and Qualified Automatic Contribution Arrangement (QACA) and Automatic Investment of Contributions under the Plan

To help you fund your retirement, unless you choose otherwise, Beacon Health System, Inc. will enroll you in the Beacon Retirement Savings 403(b) Plan ("Plan"). Please see below for details and answers to common questions. For additional information, you can contact your plan service provider, Transamerica Retirement Solutions, by visiting your participant website at [beacon.trretire.com](http://beacon.trretire.com) or calling **800-755-5801**.

### **Q. Does the plan's automatic enrollment feature apply to me?**

If you have not already made an election by contacting your plan service provider, Transamerica Retirement Solutions, you will be automatically enrolled in the plan as soon as administratively feasible following your plan entry date or 30 days after your date of hire, whichever is later. This means 3% of your eligible compensation will be deducted from your paychecks before taxes and allocated to the plan's qualified default investment alternative (QDIA), BlackRock LP Funds, one will be chosen based on your assumed retirement age of 65. Also, Beacon Health System, Inc. may contribute an additional amount based on how much you contribute (detailed later in the notice).

You may change your contribution amount and/or your investments, or opt out of the plan entirely, by contacting your plan service provider, Transamerica Retirement Solutions.

If you wish, you may designate some or all of your contributions as "Roth" after-tax. Roth after-tax and traditional pretax contributions offer different tax treatment. Roth contributions are subject to current federal income tax, however, any Roth related earnings will be tax-free for qualified distributions if you hold the account at least five years and are age 59½ or over at the time you take a distribution.

### **Q. What if I do nothing?**

If you do not make an election by your plan entry date, each pay period 3% of your eligible compensation will be contributed to your account. This will start as soon as administratively feasible after your plan entry date or 30 days after your date of hire, whichever is later. Also, your contribution level will increase by 1% each year (unless you choose a different level), until it reaches 10% of your eligible compensation. These increases will occur each year on the first day of the plan year.

Your contributions to the plan are taken out of your eligible compensation and, when designated as traditional pretax are not subject to federal income tax at that time (as well as most states, check your own state's tax rules). Instead, they are contributed to your plan account and may grow over time with earnings. Your account will be subject to federal income tax and state (check your own state's tax rules) only when withdrawn.

You are in charge of how much you contribute, within annual limits set by the Internal Revenue Service. The IRS limits how much you can contribute each year; the current IRS annual limit is \$18,000. The IRS limit for 2016 is \$18,000. If you are (or will be) at least age 50 during the current calendar year, you can make additional "catch-up" contributions (\$6,000) above the regular IRS annual limit for the year. The IRS catchup limit for 2016 is \$6,000. If you have completed at least 15 years of service with your employer and have not contributed the maximum allowed in any previous year(s), you can make extra "catch-up" contributions to your account. Your annual catch-up limit under this rule (\$15,000 lifetime) is determined by a formula based on your years of service and previous contributions. If you qualify for both types, you must make the maximum "15-year" contributions before you can take advantage of "age 50" contributions. Please contact your benefits office for details.

If you are eligible to receive an employer contribution the maximum amount of employee compensation that can be considered in calculating employer contributions to the plan is \$265,000 for 2015 (\$265,000 for 2016).

You may save with traditional pretax dollars, after-tax "Roth" dollars, or a combination of both, up to the overall limits noted above.

If you do not make an election in time to stop your automatic contributions, you may withdraw them within 90 days of the first date they were taken from your compensation. Please note that if you withdraw your automatic contributions, the amount you withdraw will be adjusted for any gain or loss, and subject to federal income tax (but not an extra 10% IRS penalty typically applied to early withdrawals). Also, you will lose any matching amounts that would have applied to your contributions and Beacon Health System, Inc. will treat you as having chosen to make no further contributions. However, you can always choose to continue or restart your contributions by contacting your plan service provider, Transamerica Retirement Solutions.

*Note: Your employer has designated your plan as an Qualified Automatic Contribution Arrangement (QACA) under the Internal Revenue Code and the Employee Retirement Income Security Act of 1974 (ERISA), which supersedes any state laws governing employee payroll deductions. This means that if you do not choose a contribution amount (even if zero), your employer may deduct a specified portion of your compensation and contribute it to your account automatically without your prior written consent. For more details, please refer to your Summary Plan Description ("SPD") and any Summary of Material Modifications ("SMM") to that document. You can get additional copies of either document from your employer.*

**Q. How will my plan account be invested?**

You have the right to direct the investments within your plan account. The way contributions are invested in your account is referred to as your "investment allocation".

You can elect or change how your contributions and existing assets are invested as well as obtain information on the other investment alternatives available under the plan by contacting your plan service provider, Transamerica Retirement Solutions. Any such election or change by you, whether by making a transfer, or submitting a new investment allocation, will be considered an affirmative investment election.

Beacon Health System, Inc. has chosen the default investment alternative as a qualified default investment alternative (QDIA) in accordance with the legal requirements under section 404(c)(5) of ERISA. This means that even though you did not elect to invest in the QDIA, the plan fiduciary should not be liable for any investment losses. This relief from liability applies whether or not the plan is intended to be a 404(c) plan. You have the right to transfer your investment in the default investment alternative to any other available investment alternative under the plan by contacting your plan service provider, Transamerica Retirement Solutions. Therefore, unless you choose otherwise, your account will be invested in the QDIA, BlackRock LP Funds, which is a group of single target date funds; one will be chosen based on your assumed retirement age of 65.

<b>Fund Family Name</b>	<b>Year in Which You Turn 65</b>
BlackRock LifePath Retirement Instl	2014 or earlier
BlackRock LifePath 2020 Instl	from 2015 to 2022
BlackRock LifePath 2025 Instl	from 2023 to 2027
BlackRock LifePath 2030 Instl	from 2028 to 2032
BlackRock LifePath 2035 Instl	from 2033 to 2037
BlackRock LifePath 2040 Instl	from 2038 to 2042
BlackRock LifePath 2045 Instl	from 2043 to 2047
BlackRock Lifepath 2050 Instl	from 2048 to 2052
BlackRock LifePath 2055 Instl	2053 or later

**Target Date Funds:** *These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: The percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.*

For more information about the plan default investment, additional details and individual fund profiles are available on your plan website at [beacon.trretire.com](http://beacon.trretire.com).

**Q. When will my plan account be vested and available to me?**

Vesting refers to your "ownership" of your account—the portion to which you are entitled even if you leave the plan. You are always 100% vested in your own contributions plus any earnings on them (including any rollover or transfer contributions you have made).

You are 100% vested in the Safe Harbor Matching contributions after 2 years of service.

For vesting purposes, the plan defines a year of service as a plan year in which you are credited with 1,000 hours.

Even if you are fully vested in your plan account, there are restrictions on when you may withdraw your funds. Based on your plan rules, all or a portion of your vested money may be withdrawn after you:

- Are at least age 59½
- In-service withdrawal of certain contributions at any time
- Experience financial hardship as defined in your Summary Plan Description
- Retire at plan's normal retirement age 65
- Terminate employment
- Become disabled

In addition, upon your death, your designated beneficiaries will receive any vested amount remaining in your account.

Generally, if you're no longer actively working for your employer as of April 1 of the year after you reach age 70 1/2, you are required to begin taking required minimum distributions (RMDs) from your account.

Also, there may be an extra 10% IRS penalty on distributions before age 59½. You can learn more about the 10% early-withdrawal penalty in IRS Publication 575, "Pension and Annuity Income." In addition, you may borrow against your account. You can also learn more about the plan's withdrawal and loan rules by contacting your plan service provider, Transamerica Retirement Solutions, or reviewing your Summary Plan Description.

### **Q. What amounts will Beacon Health System, Inc. contribute to my account?**

Your employer has chosen to qualify the plan under the safe harbor provisions of the Internal Revenue Code for the current plan year. Your employer expects to fully make the safe harbor contribution to the plan for the current plan year. However, the IRS allows your employer to amend the plan to reduce or suspend the safe harbor contribution due to unforeseen circumstances. If your employer chooses to reduce or suspend the safe harbor contribution during the plan year, you will receive a supplemental notice advising you of the reduction or suspension at least 30 days prior to the effective date of such change.

#### **Safe Harbor Matching**

Beacon Health System, Inc.'s matching contributions are based on the following formula: 100% of the first 4% of compensation you contribute. This matching contribution will not exceed 4% of compensation.

**For more information on any registered fund, please call 800-755-5801 for a free summary prospectus (if available) and/or prospectus. You should consider the objectives, risks, charges, and expenses of an investment carefully before investing. The summary prospectus and prospectus contain this and other information. Read them carefully before you invest.**

*Securities offered by Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY 10528. Beacon Health System, Inc. has selected Transamerica Retirement Solutions (Transamerica) as your retirement plan provider, but there are no other affiliations between Beacon Health System, Inc. and Transamerica or its affiliate, TISC.*

If you have any questions about how the plan works or your rights and obligations under the plan, please call **800-755-5801**. We can also assist in providing you a copy of your Summary Plan Description.

Si necesita aclaraciones en español, llame al número gratuito de Transamerica **1-800-755-5801**, diga "Español" para continuar en su idioma. Después de suministrar su información, inmediatamente diga "Servicio al cliente" y uno de nuestros representantes contestará sus preguntas.

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