

Retirement plan overview

St. Claire HealthCare 401(k) Plan offers a retirement plan as part of your benefits package. Here are the highlights:

How the plan works

- You may make contributions to the plan through regular payroll deductions
- You pay no current federal or state income tax on the pre-tax amount you contribute
- Contributions, as well as earnings, are taxable when you withdraw the money from your account unless you roll the money into an IRA or qualified plan
- You may also roll money into the plan from a prior employer's qualified plan even before you have met the plan's eligibility requirements

Eligibility requirements

Participation in the plan is open to employees who:

- Currently, there are no age or service requirements.

Upon meeting the participation requirements, you may join the plan daily, as described in the Summary Plan Description.

To enroll in the plan for the first time, go to **SecurianRetirementCenter.com/enroll**. Enter your information and follow the steps to enroll. Use plan number **069558** and an enrollment code of **069558enroll**.



For more information

This is a brief overview of your plan. A more detailed summary plan description is also available. If you have more questions, contact human resources or call **1-800-233-2881** to speak to a Securian Financial customer service representative.

Personal contributions

- You can make pre-tax and/or after-tax contributions of up to 100% of your eligible pay. An Internal Revenue Service (IRS) calendar year dollar limit of \$19,000 for 2019 applies.
- If you are age 50 or older in 2019, you may defer an additional \$6,000 of "catch-up" contributions during the calendar year.
- Unless you specifically elect a different percentage, pre-tax contributions of 3% of your eligible pay will be automatically contributed to your plan account each pay period through payroll deduction.
- After your second plan year of participation, your pre-tax contribution rate will be automatically increased by 1% every January 1 until you are contributing a maximum of 6%.
- Set up Step-Up Savings if you want your contributions to automatically increase each year by a specified rate. Step-Up Savings starts your pre-tax contribution rate at 1% of eligible pay or at a higher rate of your choice. Your pre-tax contribution rate will automatically increase annually by 1% until it reaches a maximum of 10%.
- You can increase or decrease your contributions as of each period specified by the plan. You may also stop your contributions at any time.
- You may begin contributing on your entry date and as of each period specified by the plan.
- You may also roll money into the plan from a prior employer's qualified plan or a rollover IRA.

Special contribution limitations may apply to employees designated as "highly compensated."

Employer contributions

Your employer may make discretionary contributions.

Vesting

The term "vesting" refers to ownership of the money in your retirement account. You are always 100% vested in 401(k) Pre-tax, Roth(k) After-tax, Rollover and Roth(k) Rollover contributions. Other contributions are vested as stated below.

Profit Sharing and Employer contributions:

Vesting schedule

Years of service	1	2	3	4	5
Vesting %	20%	40%	60%	80%	100%

Please note: you may earn ownership rights to all contributions and earnings upon retirement, becoming disabled or death. There are specific rules for determining a year of service for vesting purposes.

Investments

You decide which investments to use and how much to allocate to each. A listing of the plan's available investment options can be found in your enrollment materials and on securian.com/retirement.

You can change how your existing balance and/or future contributions are invested at any time. To make changes, select "Change investments" on the Account Detail page after you log into your account at securian.com/retirement.

If no indication of how to invest your contributions is made prior to receipt of money, money will be invested according to your Plan Sponsor's election (Vanguard Target Date (20-60)).

Distributions and loans

Since your plan is designed primarily to help you save for retirement, the IRS has placed restrictions on when money may be withdrawn from your account before you retire. However, the IRS does recognize other events may trigger a need for you to access your retirement savings (e.g., disability, severe financial hardships, etc.). Additionally, your plan has a loan feature that lets you borrow money. The loan amount is limited by rules under the tax law.

Your Summary Plan Description provides more details about making withdrawals from your plan. For general information regarding the tax ramifications of withdrawing money from your account, review the Special Notice Regarding Distributions.

For more specific information, contact your tax advisor.

Retirement plan provider

Your employer has selected Securian Financial to manage and service its retirement plan. Since 1880, Securian Financial Group and its affiliates have provided financial security for individuals and businesses in the form of insurance, investments, and retirement plans. Now one of the nation's largest financial services providers, it is the holding company parent of a group of companies that includes Minnesota Life Insurance Company.

This is a general communication for informational and educational purposes. The materials and the information are not designed, or intended, to be applicable to any person's individual circumstances. It should not be considered investment advice, nor does it constitute a recommendation that anyone engage in (or refrain from) a particular course of action. If you are seeking investment advice or recommendations, please contact your financial professional.

Securian Financial's qualified retirement plan products are offered through a group variable annuity contract issued by Minnesota Life Insurance Company.

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