



St. Joseph's Ear, Nose, Throat & Allergy Clinic

# UBS and St. Joseph's ENT Retirement Plan



# UBS

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UBS Retirement Plan Consulting Services

Welcome to St. Joseph's ENT 401(k) plan

St. Joseph's has partnered with UBS, one of the nation's leading retirement service providers, for a quality 401(k) plan.



UBS



# Plan Highlights

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## About the 401(k) Plan

### Eligibility Requirements

- Completed 3 month(s) of service
- Completed at least 350 hour(s) of service

### Discretionary Match, Safe Harbor Employer Matching Contributions, and Profit-Sharing Eligibility Requirements

- Completed 3 month(s) of service
- Completed at least 350 hour(s) of service

**Eligible employees may enroll immediately.**

## Contribution Limits

### Before Tax

- In 2025, the Before Tax amount is between 1% and 100% of your compensation or \$23,500.00, whichever is less.
- Participants turning age 50 or older in 2025, may contribute an additional \$7,500.00.
- Participants who are age 60-63 during the calendar year in 2025, may contribute the age 50 limit plus \$3,750.00.

### Roth

- The Roth option will give you the flexibility to designate all or part of your 401(k) elective deferrals as Roth contributions.
- Roth contributions are made with after-tax dollars, as opposed to the pre-tax dollars you contribute to a traditional 401(k).

# Plan Highlights

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## About the 401(k) Plan

### Employer Contributions

#### Discretionary Match

- Your plan may contribute a discretionary match. This contributions will only apply to the participant's deferrals that do not exceed a dollar or percentage amount of included compensation that is determined by the employer.

#### Safe Harbor Employer Matching Contribution

- Your plan provides for a match of 100% of deferrals up to 3% of compensation and then 50% of deferrals on 3% to 5% of compensation.

#### Profit Sharing Match

- Your plan may provide for a profit-sharing contribution in an amount to be determined by your employer. Eligibility requirement is Employed on the last day of the Plan year.

## Withdrawals

Qualifying distribution events are as follows

- Retirement.
- Permanent disability.
- Financial hardship (as defined by the Internal Revenue Code and your Plan's provisions).
- Severance of employment (as defined by the Internal Revenue Code provisions).
- Attainment of age 59 ½.
- Qualified birth or adoption
- Death (your beneficiary receives your benefits).

Ordinary income tax will apply to each distribution. Distributions received prior to age 59 1/2 may also be assessed at 10% early withdrawal federal tax penalty.

**Eligible employees may enroll each immediately.**

# Plan Highlights

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## About the 401(k) Plan

### Vesting Schedule

The value of your contribution to the plan and any earnings they generate are always 100% vested.

The value of employer discretionary match contributions and employer profit-sharing contributions to the Plan, and any earnings they generate, are vested as follows:

Years of Service	Vested Percentage of Employer Contributions
0 - 1 Year(s)	0%
1 - 2 Year(s)	33.3%
2 - 3 Year(3)	66.6%
3 Years and over	100%

### Rollovers

Only plan administrator approve balances from an eligible 457(b), 401(k), 403(b) or 401(a) or Individual Retirement Account IRA may be rolled over to the plan.

### Loans

Your plan allows you to borrow the lesser of \$50,000 or 50% of your eligible total vested account balance. The minimum loan amount id \$1000 and you have up to 60 months to repay your general-purpose loan or up to 180 months if the money is used to purchase your primary residence.

**Eligible employees may enroll each immediately.**

Welcome to St. Joseph's ENT 401(k) Plan

# Important Participant Tasks

**Cyber Security and Enrollment – Log in to protect and secure your account.**

You may enroll by using the online enrollment option available at:

[empowermyretirement.com](https://empowermyretirement.com)

Select Register

- Choose the I do not have a PIN tab.
- Follow the prompts to create your username and password.

If we don't have your email or phone number on file from your employer, or if you have another account with Empower (with a former employer, for example), you will need to call to access your new plan account. For more help, call **800-338-4015**



## Beneficiary Selection

You may select your beneficiaries for your funds once you have enrolled. You can update your beneficiaries at any time.

Select Overview

- Select Account.
- From the dropdown menu select Overview.
- Select Beneficiary.
- Add your Designated Beneficiary, at least one primary.
- You can add multiple beneficiaries in the system.

## Designate beneficiary

You must designate at least one primary beneficiary.



Are you married?

Yes

No

Continue

Welcome to St. Joseph's 401(k) Plan

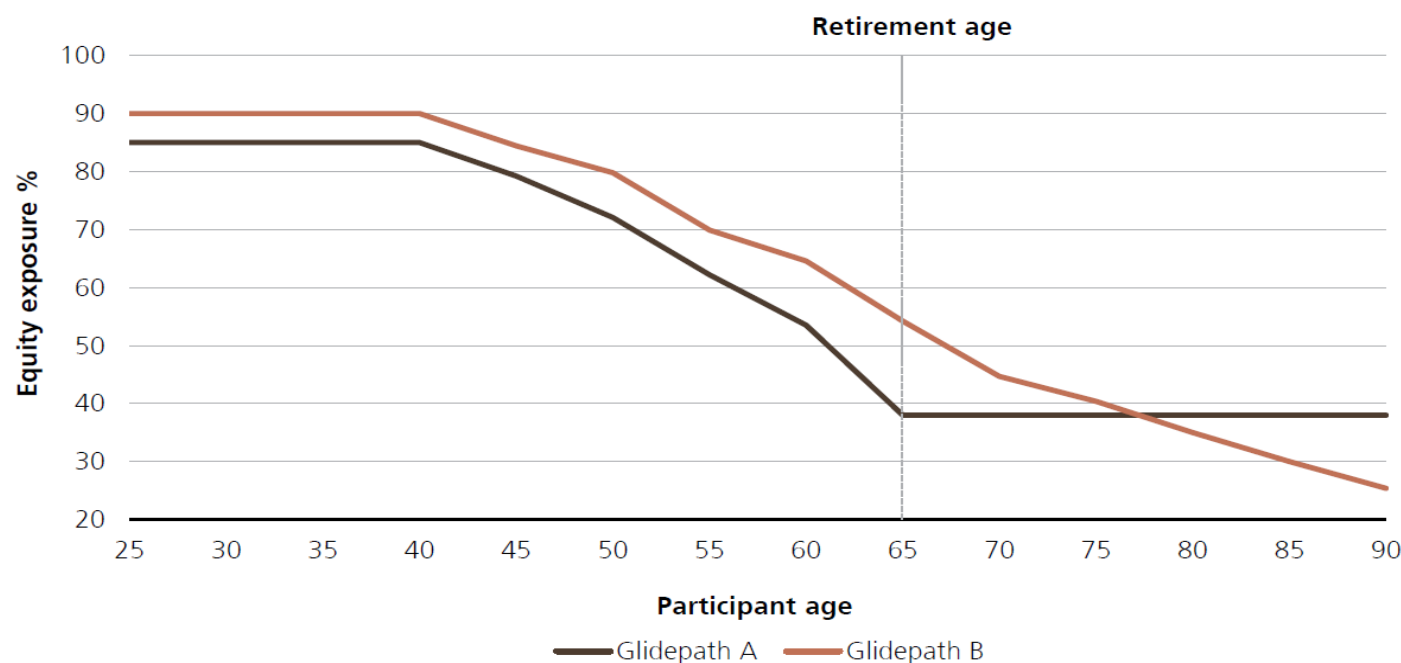
# Investment Options



# Target Date Funds

Target date funds consist of multiple, dynamic portfolios managed to a target year, which generally corresponds to a participant's planned retirement age. Target date funds offer a long-term strategy based on holding a mix of stock, bonds and other investments that automatically changes over time. The asset allocation mix of the portfolios becomes more conservative as the target date approaches, which can make these funds an attractive investment option for plan participants who do not want to actively manage their retirement savings. The shift in the asset allocation over time is called the fund's glidepath.

Sample equity exposure in glidepaths



Source: Morningstar.

## For more information regarding selecting and monitoring target date funds

See "Target Date Retirement Funds—Tips for ERISA Plan Fiduciaries" (February 2013) still the version that comes up from the US Department of Labor available at <https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/fact-sheets/target-date-retirement-funds.pdf>.

**UBS Retirement Plan Manager** is an investment advisory program. Details regarding the program including fees, services, features and suitability are provided in the Form ADV Disclosure, available from your Advisor or accessed at [ubs.com/accountdisclosures](https://ubs.com/accountdisclosures).



# Target Date Funds

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The below Target date funds are available for St. Joseph's 401(k). You can select the fund date closest to your retirement date.

NAME	TICKER	Investment Exp
Vanguard Target Retirement 2020 Inv. . . . .	<b>VTWNX</b> . . . . .	0.08%
Vanguard Target Retirement 2025 Inv. . . . .	<b>VTTVX</b> . . . . .	0.08%
Vanguard Target Retirement 2030 Inv. . . . .	<b>VTHRX</b> . . . . .	0.08%
Vanguard Target Retirement 2035 Inv. . . . .	<b>VTTHX</b> . . . . .	0.08%
Vanguard Target Retirement 2040 Inv. . . . .	<b>VFORX</b> . . . . .	0.08%
Vanguard Target Retirement 2045 Inv. . . . .	<b>VTIVX</b> . . . . .	0.08%
Vanguard Target Retirement 2050 Inv. . . . .	<b>VFIFX</b> . . . . .	0.08%
Vanguard Target Retirement 2055 Inv. . . . .	<b>VFFVX</b> . . . . .	0.08%
Vanguard Target Retirement 2060 Inv. . . . .	<b>VTTSX</b> . . . . .	0.08%
Vanguard Target Retirement 2065 Inv. . . . .	<b>VLXVX</b> . . . . .	0.08%

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Target date funds are funds where the target date is the approximate date when investors plan to start withdrawing their money. Generally, the asset allocation of each fund will change overtime, with the asset allocation becoming more conservative as the fund nears the target retirement date. **The principal value of the fund(s) is not guaranteed at any time, including at the target date.**

# Additional Funds to Choose

The below funds can be selected for your investments and have been sorted by like characteristics.

## Actively Managed - Large

NAME	TICKER	Investment Exp
Columbia Contrarian Core Inst3	COFYX	0.62%
Dodge & Cox Stock I	DODGX	0.51%
JPMorgan US Value	JGRUX	0.76%
Knights of Columbus	KCVIX	0.76%
Knights of Columbus International Eq I	KCIIX	1.12%
Steward Global Equity Income Fund I	SGISX	1.01%

## Actively Managed - Small/Mid

NAME	TICKER	Investment Exp
Steward Values Enhanced SmMidCap	SCECX	0.64%
Allspring Special Mid Cap Value Inst	WFMIX	0.80%

## Actively Managed - Specialty

NAME	TICKER	Investment Exp
MFS Global Real Estate I	MGLIX	0.95%
Fidelity Select Health Care Svsc Port	FSHCX	0.67%

## Actively Managed - Bonds

NAME	TICKER	Investment Exp
Knights of Columbus Core Bond I	KCCIX	0.58%
Ava Maria Bond	AVEFX	0.42%
Fidelity Capital & Income	FAGIX	0.99%
Eaton Vance Floating-Rate Advantage I	EIFAX	2.41%

## Money Market

NAME	TICKER	Investment Exp
Federated Hermes US Treas Cash Res IS	UTIXX	0.29%

## Index - Large

NAME	TICKER	Investment Exp
Fidelity 500 Index	FXAIX	0.02%
Vanguard Equity-Income Adm	VEIRX	0.18%
Vanguard Growth Index Admiral	VIGAX	0.05%
Vanguard FTSE All Wld ex-US Ind Admiral	VFWAX	0.08%

## Index - Small/Mid

NAME	TICKER	Investment Exp
Vanguard Mid Cap Index Admiral	VIMAX	0.05%
Federated Hermes Mid-Cap Index IS	FMCRX	0.50%
Vanguard Small Cap Index Admiral Shares	VSMAX	0.05%

## Index - Specialty

NAME	TICKER	Investment Exp
Vanguard Information Technology Ind Adm	VITAX	0.09%
Vanguard Energy Index Admiral	VENAX	0.09%

## Index - Bonds

NAME	TICKER	Investment Exp
Fidelity US Bond Index	FXNAX	0.03%

NAME	TICKER	Investment Exp
Federated Hermes Govt Obl Tx-Mgd Atmtd	GOAXX	0.60%

Welcome to St. Joseph's 401(k) Plan

# Becoming a Good Investor



# Participant Educational Links

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Your employer has partnered with UBS Financial Services Inc., the advisor of the retirement plan, to offer you access to financial education, all at no cost to you.

## What you can expect from UBS

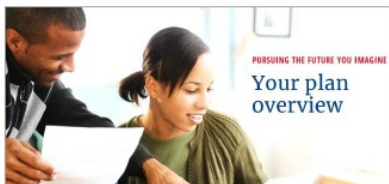
UBS, a global leader in wealth management, has a long legacy of assisting individuals and families investing in their futures. If you are looking to improve your financial knowledge, or help ensure your retirement plan is on track, talk with a UBS Financial Coach to assist you wherever you are on your journey. Some highlights of the new resources include:

- Invitations to special webcast events aimed to help you save and invest wisely for your future.
- Access to UBS Financial Coaches that provide, personalized education tailored to your needs.

**To receive more information, additional support, and to be included in future communications, simply access the below links.**

## [UBS Financial Wellness](#) [UBS Retirement Investment Advice](#)

### Empower E-learning



#### Enrollment/Plan overview

##### Viewers will learn:

- The benefits of saving in the plan.
- Retirement planning basics.
- How to enroll and next steps.



#### Empower personalized web experience

##### Viewers will learn about:

- Simplifying their financial life.
- Getting a complete financial picture in one place.
- Tools to help manage their day-to-day finances and plan for the future.
- Security and risk management.

## [Enrollment](#)

## [Personalized Web](#)

# What are your questions?

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Access to UBS Financial Coaches:

## UBS Financial Coaches

Access to your local Retirement Plan Advisors:



Mike Mumford, CRPS® CEPA®  
Senior Retirement Plan Consultant  
509-744-3301  
[mike.mumford@ubs.com](mailto:mike.mumford@ubs.com)



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**Laureate Wealth Management**

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UBS Retirement Plan Consulting Services

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**UBS Retirement Plan Consulting Services** is an investment advisory program. Details regarding the program, including fees, services, features and suitability, are provided in the ADV Disclosure, available from your Financial Advisor or accessed at [ubs.com/accountdisclosures](https://ubs.com/accountdisclosures).

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Investment options for the program will be limited to those investments that have been reviewed by UBS and which are available on the plan's record-keeper platform. If a Client elects to include investment options under their plan that are ineligible for the program (e.g., employer securities, self-directed brokerage accounts, frozen accounts, etc.), UBS's services will not include a review of the investment performance or recommendations regarding whether a plan should offer or continue to offer any such investments as an investment option under the plan and UBS will not include the value of any such investments when calculating its fees.

Investment advice provided as part of the program may not be implemented through UBS. The plan's assets may not be custodied at UBS and UBS will not execute transactions for the plan or provide information regarding plan holdings and values.

#### **Important information about advisory and brokerage services**

As a firm providing wealth management services to clients, UBS Financial Services Inc. offers investment advisory services in its capacity as an SEC-registered investment adviser and brokerage services in its capacity as an SEC-registered broker-dealer. Investment advisory services and brokerage services are separate and distinct, differ in material ways and are governed by different laws and separate arrangements. It is important that clients understand the ways in which we conduct business, that they carefully read the agreements and disclosures that we provide to them about the products or services we offer. For more information, please review the PDF document at [ubs.com/relationshipsummary](https://ubs.com/relationshipsummary).

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2020-287152  
Exp.: 11/30/2021, IS2006929



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2020-287152  
Exp.: 11/30/2021, IS2006929

