



**YOUR CHS RETIREMENT PLANS**

**Teammates hired on or after January 1, 2014 and all teammates beginning January 1, 2018**

**401(k) RETIREMENT SAVINGS PLAN:**

Allows teammates to save and invest a portion of their paycheck on a pretax or Roth after-tax basis. Federal and state income taxes on pretax savings, as well as investment earnings, are deferred until the dollars are withdrawn at retirement. CHS also makes contributions to the 401(k) plan.

**HEALTH SAVINGS ACCOUNT (HSA):**

Includes contributions from both teammates and CHS. Funds from the HSA are used to pay for eligible healthcare expenses. This includes prescription medications, vision and dental expenses, office visits, deductibles and co-insurance. HSA contributions and earnings are not taxed when the dollars are deposited or when the teammate takes them out for healthcare-related expenses. Teammates can invest money in their HSA, similar to the 401(k) plan, once the account balance reaches \$1,000.

**ADVANTAGE RETIREMENT PLAN:**

Works similarly to the 401(k) plan in that savings and earnings grow tax-free until dollars are withdrawn at retirement. The ADVANTAGE plan should be utilized as an additional pretax retirement plan to supplement the 401(k) plan.

**CONTRIBUTIONS**

Carolinas HealthCare System will help you fund your retirement by contributing dollars to your 401(k) and HSA accounts.

**TEAMMATE CONTRIBUTION:**

	401(k) Plan	HSA	ADVANTAGE
<b>Limit</b>	Up to 75% of eligible compensation (\$18,000 max in 2017)	\$3,400 – Single \$6,750 – Family (Includes teammate and CHS contribution)	Up to 100% of eligible compensation (\$18,000 max in 2017)
<b>Pretax</b>	Yes	Yes	Yes
<b>Roth / After-tax</b>	Yes	Yes	No
<b>Catch-Up</b>	\$6,000 (at age 50 for 2017)	\$1,000 (at age 55 for 2017)	\$6,000 (at age 50 for 2017)
<b>Earnings</b>	Not taxed until distribution	Not taxed if used for qualified health expenses	Not taxed until distribution

**CHS CONTRIBUTION:**

	401(k) Plan	HSA	ADVANTAGE
<b>Total CHS 401(k) Contribution 7% – 8%</b>	Basic: 2% of eligible pay Matching: Up to 4% Performance-Based: 1 - 2% based on CHS performance and teammate years of service	Annual: \$100 for teammate only \$350 family coverage Matching: \$250 for teammate only \$750 family coverage CHS LiveWELL Incentive Up to: \$750 for teammate \$1,050 for family	No CHS contribution
<b>Vesting</b>	Basic: 100% after 3 years Matching: Immediate 100% Performance-Based: Immediate 100%	Immediate 100%	Immediate 100%





## 401(k) RETIREMENT SAVINGS PLAN

*Teammates hired on or after January 1, 2014 and all teammates beginning January 1, 2018*

### ELIGIBILITY

Teammates who are at least 18 years of age and work at least 16 hours per week are eligible to participate in the 401(k) plan after three months of service.

### BENEFITS INCLUDE

- After three months of service, you automatically will be enrolled in the Carolinas HealthCare System 401(k) Retirement Savings Plan at a pretax contribution rate of 3% of eligible compensation.
- These contributions will be matched by Carolinas HealthCare System based on how much you contribute.
- CHS matches your contribution on each paycheck in which you make a contribution – up to limits determined by the IRS.

### CONTRIBUTIONS

Teammates have the potential to receive 7 - 8% in CHS contributions.

#### BASIC

Each year CHS will contribute 2% of your pay to your account, regardless of whether you save through the plan.

#### MATCHING (Teammates have the potential to receive up to 4%)

- Total maximum match is 4%. In order to receive the full 4% match, you must save 6% of your pay through the plan.
- When you save through the plan, CHS will match 75% of the first 4% of pay that you save and 50% of the next 2% of pay that you save, making the total maximum match 4% of your pay.

#### PERFORMANCE-BASED (Teammates have the potential to receive 1 - 2%)

- This contribution is based on System performance, similar to the CHS Performance Plus Incentive program.
- When CHS meets certain performance targets, your account can receive an additional contribution, based on your service as shown below:

If you have:	Based on System Performance, your account receives:
Less than 10 years	1% of pay contribution
10 - 19 years	1.5% of pay contribution
20 or more years	2% of pay contribution

#### Eligibility for Basic and Performance-Based contributions:

You must complete 1,000 hours of service in a designated 12-month period to meet eligibility for basic and performance-based contributions. You will become a participant on the last day of the month during which the 12-month period is completed. To receive basic or performance-based contributions for a calendar year, you must complete 1,000 hours of service during the year and be employed with CHS on the last day of the year (except for participants who complete 1,000 hours of service and terminate employment on or after normal retirement date or because of death or permanent disability).

### PRETAX CONTRIBUTIONS

This retirement savings option allows you to contribute pretax dollars.

### ROTH AFTER-TAX CONTRIBUTIONS

This retirement savings option allows you to contribute Roth after-tax dollars.

### CATCH-UP CONTRIBUTIONS

This retirement savings option allows you to contribute additional pretax or Roth after-tax dollars if you are age 50 or older in the current calendar year.

### HOW MUCH CAN I CONTRIBUTE?

- You may contribute between 1% and 75% of your eligible compensation, up to the annual IRS contribution limit of \$18,000 in 2017.
- If you are age 50 or older you may be able to make "catch-up" contributions to your 401(k) account of up to \$6,000 in 2017, in addition to the \$18,000 limit.





### 401(k) RETIREMENT SAVINGS PLAN

*Teammates hired on or after January 1, 2014 and all teammates beginning January 1, 2018*

#### VESTING

Vesting means the value of retirement plan contributions and earnings that belong to you.

#### BASIC CONTRIBUTION

- You will be 100% vested in basic contributions made by CHS after three years of credited service.

#### MATCHING & PERFORMANCE-BASED CONTRIBUTIONS

- You are automatically 100% vested in your contributions, as well as matching and performance-based contributions made by CHS.
- This means the value of your contributions and earnings and the value of the matching contributions and earnings are yours when you end employment, regardless of years of service.
- Performance-Based contributions are only available if you actively are employed at year-end.

#### ROLLOVERS

- The plan allows rollovers.
- You can roll over account balances from other eligible retirement plans including IRAs.
- You are 100% vested in any rollover contributions.
- When you leave CHS, you may roll over your account balances to an outside eligible retirement plan or IRA.

#### LOANS

- You may borrow from your account and pay yourself back through payroll deductions on an after-tax basis with interest. You may have only one loan outstanding at any one time.

#### WITHDRAWALS

**Hardship withdrawals** are available for emergencies as defined by the plan.

Limited to the following:

- Secondary Education Expenses
- Medical Expenses
- Prevention of Eviction
- Home Purchase

**In-service withdrawals** are available for teammates age 59 1/2 years or older.

#### DISTRIBUTIONS

This refers to withdrawing money from your account and can be requested upon retirement, when you leave CHS or become disabled. The plan document and IRS rules govern when you or your beneficiaries must begin receiving a distribution.





## HEALTH SAVINGS ACCOUNT (HSA)

### ELIGIBILITY

Teammates who are eligible for the CHS LiveWELL Health Plan can establish their HSA account on the first of the month following 30 days of employment.

The Health Savings Account (HSA) is yours to save for current and future healthcare-related expenses, such as your deductible, co-insurance or prescription drugs. This account is set up in your name and funded by Carolinas HealthCare System and you.

HSA's share similar characteristics to retirement plans in that:

- Contributions can be made on a pretax and after-tax basis
- Account balances can be invested
- Contributions grow tax-free, year after year
- Account balance is portable, you take it when you leave CHS
- HSA withdrawals are not taxed when used for medical expenses or premiums
- Immediate 100% complete ownership

	Maximum Contribution*
Teammate Only	\$3,400
Family Plans	\$6,750

\*Teammates age 55 or older are allowed an additional "catch-up" contribution of \$1,000.

The maximum IRS contribution for the year includes the sum of all teammate and employer contributions, including incentives.

### CHS ANNUAL CONTRIBUTION

To help fund your account, you will receive an annual contribution of:

- \$100 for Teammate Only coverage
- \$350 for all other Family coverage
- Teammates earning less than \$30,000 in an annual base salary and working 30 or more standard hours each week will receive an additional HSA contribution of \$100

This annual contribution is deposited into your account the pay period following the pay period in which your coverage becomes effective.

### CHS MATCHING CONTRIBUTIONS

If you choose to contribute to your HSA, Carolinas HealthCare System will make matching contributions up to:

- \$250 for Teammate Only coverage
- \$750 for all other Family coverage levels

These matching contributions are made in installments throughout the year based on the contributions you make.





## ADVANTAGE RETIREMENT PLAN ACCOUNT

### ELIGIBILITY

Teammates who are at least 18 years of age are eligible to participate in the ADVANTAGE plan upon hire including PRN teammates.

- Provides an additional savings plan where you can make additional pretax contributions after taking full advantage of the 401(k) and HSA plans.
- This plan is available to our PRN teammates who are not eligible for the 401(k) Retirement Savings Plan.
- Contributions are automatically deducted before you pay current income taxes.
- Investments grow tax-deferred and are taxed only when you take a distribution.
- You may contribute a dollar amount between \$1.00 and any dollar amount of your eligible pay, up to the annual IRS contribution limit of \$18,000 in 2017.
- Catch-up contributions are allowed for teammates who will be age 50 & older in the current calendar year.
- The plan features immediate 100% vesting.
- Teammates can participate in both the 401(k) and the ADVANTAGE plans.
- CHS does not make matching contributions to this plan.

## KEY BENEFIT, 401(k) AND RETIREMENT CONTACTS

Questions About	Web Address/Resource	Contact
401(k) Plan ADVANTAGE Plan	<a href="http://carolinashealthcare.org/retirement">carolinashealthcare.org/retirement</a>	Empower Retirement 800-345-2345
Health Savings Account	<a href="http://bankofamerica.com/benefitslogin">bankofamerica.com/benefitslogin</a>	Bank of America 866-731-4206
CHS Benefits Administration	<a href="mailto:hrbenefitsonline@carolinashealthcare.org">hrbenefitsonline@carolinashealthcare.org</a>	704-631-0263



