

Welcome to the University of Pennsylvania Health System 403(b) Retirement Savings Plan (the Plan)! It's easy to get caught up in the present, but it's also important to look ahead. Start investing in your future—and yourself—with help from the Plan and Fidelity.



Enroll Now!

If you haven't joined the Plan, you can enroll on Fidelity NetBenefits® at www.netbenefits.com/uphs or call a Fidelity representative at **800-343-0860**. To use the EasyEnroll feature and enroll in the Plan in just 60 seconds, go to www.netbenefits.com/easy.

KEY FEATURES OF YOUR PLAN

<p>Eligibility</p>	<p>You can enroll in the Plan at any time. The following groups are eligible to defer to this plan:</p> <ul style="list-style-type: none"> • All University of Pennsylvania Health System (UPHS) employees (with the exception of Clinical Health Care Associates of New Jersey and Turk's Head employees) • All Princeton Health employees • Lancaster General Health employees which also includes employees in the following groups: <ul style="list-style-type: none"> ○ Affilia Home Health ○ Lancaster General Health—Columbia Center ○ Lancaster General Health Foundation ○ Lancaster General Hospital ○ Lancaster General Medical Group ○ NovaStream LLC ○ Pennsylvania College of Health Sciences ○ The Heart Group of Lancaster General Health
<p>Automatic Enrollment</p>	<p>If you do not enroll in the Plan, or do not opt out within 45 days, you will be automatically enrolled at a 6% pre-tax contribution rate (this is applicable only to eligible employees of UPHS and Princeton Health that are New Hires or Rehires on or after January 1, 2021). Your contributions will be invested in the Plan's default fund, one of the Vanguard Institutional Target Retirement Fund.</p> <p>Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.</p> <p>Your contribution rate will automatically increase by 1% each year, up to a maximum rate of 10%. You can change or opt out of the automatic increase at any time.</p> <p>We encourage you to choose a contribution rate and investment options that are appropriate for you. If you don't want to contribute to the Plan, you must change your contribution rate to 0%. You can change your contribution rate, select other available investment options, or opt out of the Plan at any time.</p>
<p>Your Contributions</p>	<p>You can contribute from 1%–75% of your eligible pay as pre-tax or Roth contributions, or a combination, up to the IRS annual dollar limits.</p> <p>A Roth contribution to your Plan allows you to make after-tax contributions and take any associated earnings completely tax-free at retirement, as long as the distribution is a qualified one. A qualified distribution, in this case, is generally one that is taken at least five tax years after your first Roth 403(b) contribution and after you have attained age 59½ or become disabled or die.</p>



KEY FEATURES OF YOUR PLAN (CONTINUED)

Annual Increase Program	You can choose to increase your retirement savings plan contributions automatically each year through the Annual Increase Program.
Employer Contributions	If you are eligible to receive employer match, automatic basic, and/or a discretionary contribution, those employer contributions will be made to The Retirement Contribution and 403(b) Matching Plan of the University of Pennsylvania Health System.
Contribution Limits	If you are under age 50, the IRS contribution limit for 2021 is \$19,500. If you will be at least age 50 during the year, your plan allows you to contribute up to an additional \$6,500 as catch-up contributions. Annual plan contribution limits, including catch-up contribution limits, are available at www.irs.gov .
Investments	The Plan offers a range of options to help you meet your investment goals. You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. Descriptions of the Plan's investment options and their performance are available online at www.netbenefits.com/uphs . The Plan also offers a self-directed brokerage option, Fidelity BrokerageLink®, which lets you invest in a broad range of investment options beyond the investments available in the Plan.
Vesting	You are always 100% vested in your own contributions to your Plan account, as well as any earnings on them.
Loans	Although your Plan account is intended for the future, you may borrow from your account for any reason. Log on to NetBenefits at www.netbenefits.com/uphs for more details or to request a loan.
Withdrawals	Withdrawals from the Plan are generally permitted when you attain age 59½, terminate your employment, retire, become permanently disabled, or have severe financial hardship as defined by the Plan. Refer to the Summary Plan Description or call Fidelity for more details.
Rollovers	You are permitted to roll over eligible pre-tax contributions from another 401(k), 403(b), or governmental 457(b) retirement plan account, or eligible pre-tax contributions from conduit or non-conduit individual retirement accounts (IRAs). Rollovers from Roth are allowed. Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.
Online Beneficiary Designation	It's important to designate a beneficiary for your Plan account. Log on to www.netbenefits.com/uphs . Select <i>Profile</i> , then <i>Beneficiaries</i> and follow the steps to designate your beneficiary online.
One-on-one consultations	Fidelity Retirement Planners are available and can help with enrollment, asset allocation, retirement planning and other questions you have about the Plan. Call 800-642-7131 to schedule a complimentary appointment or register online at www.fidelity.com/schedule .

Accessing your account



Access your Plan account online at www.netbenefits.com/uphs. Download the NetBenefits® app from the App Store®, Google Play™ Store, or Windows Store to access your account on your mobile device.



Fidelity is here to help! If you have questions, call **800-343-0860** Monday through Friday, 8:30 a.m. to midnight Eastern time (excluding most holidays). You can also use the automated voice response system, virtually 24 hours, 7 days a week. Para español, llame al **800-587-5282**.

Investing involves risk, including risk of loss.

Before investing in any investment option, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a mutual fund or variable annuity prospectus or, if available, a summary prospectus containing this information. Read it carefully.

This document provides only a summary of the main features of The University of Pennsylvania Health System 403(b) Retirement Savings Plan and the Plan Document will govern in the event of discrepancies.

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BrokerageLink includes investments beyond those in your plan's lineup. You should compare investments and share classes that are available in your plan's lineup with those available through BrokerageLink, and determine the available investment and share class that is appropriate for your situation. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917

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