

ARUP RETIREMENT PLAN SUMMARY



PROVISION	403(b)/457(b) PLANS	PROFIT SHARING	PENSION												
Plan Year:	July 1–June 30	July 1–June 30	July 1–June 30												
Participant eligibility rules:		First of the month following six months of employment.													
Plan entry dates:	Immediately	After meeting the eligibility outlined above.	Immediately												
Who makes the contributions and what are they?	Voluntary election by ARUP employees. May contribute 1 to 80% of compensation up to the IRS limit for the applicable year.	Contributions are discretionary by ARUP and vary from year to year. Employee must be employed the day profit sharing is paid out each year.	Participants will receive 8.1% of compensation by ARUP (5% if opting in Social Security).												
Can I change my contribution amount?	Participants may change the contribution amount biweekly.	Not applicable, contributions are made by ARUP.													
Are there tax advantages?	Neither pre-tax contributions nor the earnings are subject to current federal and state taxes until withdrawn, normally at retirement. Roth contributions are made after taxes.	Neither contributions nor the earnings are subject to current federal and state taxes until withdrawn, normally at retirement.													
Employee Vesting:	Employee contributions and earnings are 100% vested at all times.	Beginning with the contribution for FY2020, profit sharing will be 100% vested at time of payment. Profit sharing contributions made prior to FY2020 will be subject to the following vesting schedule based upon years of completed service: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Years</th> <th>Vesting</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0%</td> </tr> <tr> <td>2</td> <td>25%</td> </tr> <tr> <td>3</td> <td>50%</td> </tr> <tr> <td>4</td> <td>75%</td> </tr> <tr> <td>5</td> <td>100%</td> </tr> </tbody> </table>	Years	Vesting	1	0%	2	25%	3	50%	4	75%	5	100%	Employee contributions and earnings are 100% vested at all times.
Years	Vesting														
1	0%														
2	25%														
3	50%														
4	75%														
5	100%														
Withdrawal Options:	Retirement Death Disability Termination Loan Hardship (limited)	Retirement Death Disability Termination													
What are my investment choices?	<i>Individual Funds</i> Gabelli US Treasury Money Market (GABXX) Fidelity Infl-Prot Bond Index (FIPDX) Vanguard Total Intl Bond Index (VTIFX) Fidelity Short-term Bond Index (FNSOX) Fidelity US Bond Index (FXNAX) Fidelity 500 Index (FXAIX) Fidelity Small Cap Index (FSSNX) Vanguard Developed Markets Index (VDIPX) Fidelity Emerging Markets Index (FPADX) Fidelity Real Estate Index (FSRNX)		<i>InvestMap Glide Path Options:</i> Conservative InvestMap Moderate InvestMap Aggressive InvestMap												
How can I change my investment options?	Changes may be made by accessing your retirement account: Website: MillimanBenefits.com Phone: 866-767-1212														
Statement Frequency:	Quarterly statements are provided.														