



Plan type	401(k)
Eligibility	All employees are eligible for the 401(k) Plan except as long as they are at least 18 years of age. Medical, Pharmacy, and Pastoral Care employees are not eligible for the Medical Center plan.
Beneficiary	You must select a beneficiary for your account. You can view or change your beneficiary information at any time by logging in to your account.
Your Contributions	<p>Mandatory: A mandatory 5% of employee earnings is contributed automatically for non-bargained and SEIU employees only.</p> <p>Voluntary: All eligible employees may choose to participate even further by making voluntary traditional or Roth contributions of up to 100% of compensation or \$18,000 (the IRS limit in 2017), whichever is less. Participants turning age 50 or older in 2017 can contribute an additional \$6,000.</p>
Employer Contributions	<p>The employer contribution is 5% up to Social Security wage base (\$127,200), then 10% up to the maximum (\$270,000), provided that the employee works 1,000 hours within the year.</p> <p>All employees will have a six-month waiting period from their first day of employment before receiving the employer contribution.</p>
Investment Options	A wide array of investment options are available through your Plan. Each option is explained in further detail in your Plan's fund data sheets available from your local myretirement plan representative, the website, or the voice response system toll free at 1-866-986-9477. ¹
Vesting	Employee contributions are always 100% vested. You are 100% vested in the Employer contribution after three years of service, provided you work 1,000 hours per calendar year.
Rollovers	Only approved balances from a 401(a), 401(k), 403(b), or eligible 457(b) plan or an Individual Retirement Account (IRA) may be rolled over to the Plan. Please check with your Plan representative regarding any applicable fees on the rollover account. ²
Loans	In certain situations, loans are permitted. Refer to the Summary Plan Description for details.
Distributions	<p>Ordinary income tax will apply to each distribution. Distributions received prior to age 59½ may also be assessed a 10% early withdrawal federal tax penalty.</p> <p>Qualifying distribution events are as follows:</p> <ul style="list-style-type: none"> • In-service withdrawal after age 59½, Retirement, Permanent disability, Severance of employment(as defined by the Internal Revenue Code), Attainment of age 70½ (after separation of service), Death (upon which your designated beneficiary(ies) will receive your benefits and must contact an Empower Retirement™ representative to request a distribution), Financial hardship (as defined by the Internal Revenue Code)

For More Information on Plan details, refer to the Summary Plan Description.

- Call the voice response system toll free at 1-866-986-9477.¹
- Contact your on-site Empower Retirement representative at 717-531-1878 or HMC_Retirement@pennstatehealth.psu.edu

¹ Access to the voice response system and/or any website may be limited or unavailable during periods of peak demand, market volatility, systems upgrades/maintenance or other reasons. Transfer requests made via the website or the voice response system received on business days prior to close of the New York Stock Exchange (4:00 p.m. Eastern Time or earlier on some holidays or other special circumstances) will be initiated at the close of business the same day the request was received. The actual effective date of your transaction may vary depending on the investment option selected.

² You are encouraged to discuss rolling money from one account to another with your financial advisor/planner, considering any potential fees and/or limitation of investment options.

Core securities, when offered, are offered through GWFS Equities, Inc. and/or other broker-dealers.

GWFS Equities, Inc., Member FINRA/SIPC, is a wholly owned subsidiary of Great-West Life & Annuity Insurance Company. Empower Retirement refers to the products and services offered in the retirement markets by Great-West Life & Annuity Insurance Company (GWL&A), Corporate Headquarters: Greenwood Village, CO; Great-West Life & Annuity Insurance Company of New York, Home Office: NY, NY; and their subsidiaries and affiliates. The trademarks, logos, service marks, and design elements used are owned by their respective owners and are used by permission. Representatives of GWFS Equities, Inc. are not registered investment advisors and cannot offer financial, legal or tax advice. Please consult with your financial planner, attorney and/or tax advisor as needed. Other than those owned by the Penn State Hershey Medical Center Retirement Plans or indicated otherwise, the trademarks and service marks and design elements used are owned by GWL&A. All rights reserved. ©2017 Great-West Life & Annuity Insurance Company.