

The MultiCare Health System Retirement Account Plan Features and highlights

One of the most important benefits for planning for your future is the MultiCare Health System Retirement Account Plan. This information can help you take full advantage of what it has to offer.

Accessing your account

You have 24-hour access to your account at

MultiCareRetirement.com. The first time you go online, you'll need to register your account. Select the *Register* tab. Follow the prompts to create a username and password. The next time you access your account, choose *Login*. You can call the Empower Service Center at **844-MHS-2SAV (844-647-2728)** for help accessing your account or whenever you have questions about the plan. Empower representatives are available weekdays between 5 a.m. and 7 p.m. and Saturdays from 6 a.m. to 2:30 p.m. Pacific time to help you.

You will also need to designate a beneficiary, which can be completed online. Click on *Beneficiaries* under the *Account Information* section to complete and submit.

If you would like to schedule an appointment with an on-site Empower retirement plan advisor go to **MultiCare.empowermytime.com**.

Eligibility

You may become a participant on the first of the month following your completion of the following requirements: attainment of age 21 and completion of one year of service (working 1,000 hours or more in a 12-month period).

Employer Non-elective contribution

MultiCare may make a core contribution of your annual pay. You are eligible for this contribution if you are an active participant on the last day of the calendar year and have 1,000 or more hours of service in the same calendar year.

The benefit accrues from the date you enter the plan. Up to five contribution years of service, this contribution will be 4% of your plan year eligible compensation. Beginning with your 6th contribution year of service, this contribution will be 6% of your plan year eligible compensation.

Vesting

You must have three years of Vesting Service to be 100% vested in the employer contributions. You earn one Year of Vesting Service if you work 1,000 hours in a calendar year. If your employment ends and you have less than three years of vesting service, you will forfeit the employer contributions back to the plan. Notwithstanding the above, you will become 100% vested in any employer contributions if, while employed:

- you attain normal retirement age (65)
- you become permanently disabled, or
- you die

Plan Highlights

While this plan summary is intended to provide a brief description of the plan's features, it does not provide every plan detail, nor is it a Summary Plan Description. The legal plan document, which governs this plan, provides full details and will govern in the event of any discrepancies between this plan summary and the legal plan document.

From time to time, your plan sponsor may elect to amend the retirement plan provisions. This plan summary may be updated to reflect proposed amendments to the plan document provisions. Until a plan amendment is adopted however, the legal plan document will govern.



Investment Choices

Several investment options are available under the plan. You are able to direct how your funds are invested by choosing among these options.

- Vanguard Target Date funds: Designed as a single investment option based on the year an investor will reach normal retirement age as defined by the Plan (age 65). The funds are managed to become more conservative as they get closer to the target retirement date. The principal value of the funds is not guaranteed at any time, including the target retirement date.
- Core funds: Build your own portfolio from the funds available in the plan.
- Access to investment assistance: Online Advice and My Total Retirement™ are part of the services offered by Empower Advisory Group, LLC, a registered investment adviser. Fees apply:

Assets under management	Annual rate
< \$100,000	0.45%
Next \$150,000	0.35%
Next \$150,000	0.25%
>\$400,000	0.15%

For example, if you have a balance of \$10,000, you would be charged \$45 a year at \$11.25 each quarter. There is no charge for Online Advice.

There is no guarantee provided by any party that participation in any of the advisory services will result in a profit.

Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower for a prospectus, summary prospectus for SEC-registered products or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

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Investing involves risk, including possible loss of principal.

Asset allocation does not ensure a profit and does not protect against loss in declining markets.

Asset allocation and balanced investment options and models are subject to the risks of the underlying investments, which can be a mix of stocks/stock funds and bonds/bond funds. For more information, see the prospectus and/or disclosure documents.

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Plan Fees

Log in to your account at MultiCareRetirement.com to access the Current Investment Returns and Fee Comparison. After you select your account, click on Disclosure notices under Plan Information. This provides details on investment expenses for each investment as well as the Plan Administration Participant Account Fee and other service related fees.

Withdrawals

In-service withdrawals are available once you have met the normal retirement age (65) and are fully vested within the plan. Please refer to the Summary Plan Description for more details. Receiving a distribution You may request a distribution when you retire, leave MultiCare or become disabled. The Plan Document and IRS rules govern when you or your beneficiaries must begin receiving a distribution. You may be able to avoid income taxes in the year in which funds are distributed by rolling over this account to another eligible retirement plan or Individual Retirement Account (IRA). As with any financial decision, you are encouraged to discuss moving money between accounts, including rollovers, with a financial advisor and to consider costs, risks, investment options and limitations prior to investing.

How do you want us to communicate with you?

Updating your communication preference in your online profile takes just a few seconds. Just click on your name in the upper right of the screen and go to Communication Preference to make your selections. Important notices and statements will be mailed or delivered electronically to the address on record.

How do I get more information?

Visit the website at MultiCareRetirement.com or call

844-MHS-2SAV for more information. The website provides information regarding your Plan, financial education information, financial calculators and other tools to help you manage your account. If you would like to schedule an appointment with an on-site Empower retirement plan advisor, go to MultiCare.empowermytime.com.