

Pension Application Guide

Intermountain Retirement Program—Previously Employed Caregivers



Getting Started

Before you start the retirement process online

Congratulations! We're excited to help you step into this new phase in your life. To avoid any delays in the retirement process, there are a few items of information that you need to gather **before** you begin your pension application online.

Before you start the retirement process online, please make sure you have each item on this checklist ready and available:

Personal information

Personal email address and phone number

Spousal information (if applicable)

- Social Security number
- Date of birth

Financial information

Bank account for direct deposit (if choosing a monthly payment)

- Name, address & phone number of institution
- Routing and account number

Rollover account (if choosing a lump sum)

- Name, address & phone number of institution
- Account number
- Please verify this information through your rollover institution. Incorrect information will delay your payment

Important notice: If your T. Rowe Price 401(k) account is still active or if you still have a balance on your 401(k), you may elect to have your pension rolled over to your 401(k). The address and account number will automatically be generated for you. However, you will need to complete the T. Rowe Price Rollover Form, which is available through PensionConnect. .

Tax withholding information

Monthly annuities

- Federal and state tax withholding amounts
- Number of exemptions (if left blank, your exemption will default to "0")

Lump sum

- Tax withholdings don't apply to rollovers
- If you are cashing out your lump sum, there is an automatic 20% federal tax withholding. You will elect your state tax withholding. If you don't make an state election, the default is no withholdings.

Important note!

- If you are younger than 55, it will take 30-45 days from your final day of work to gain access to PensionConnect.
- Do not submit your pension application online until you are confident with your choices and all of the information is correct. You can always save your pension application and continue later.
- **Once submitted, your application cannot be changed. You will have to cancel your retirement request and start over.**
- Your entire application must be submitted online. No exceptions can be made.
- If you are taking a monthly annuity, you can always update your tax withholding and/or bank account information after you retire.
- **ALL** follow-up communication will be sent to you via the online PensionConnect Message Center, which you can access in the top right-hand corner of PensionConnect.



PensionConnect

How to complete your online pension application for previously employed caregivers

So you're ready to fill out your pension application. Great! The Intermountain Retirement Program has streamlined the retirement process. You will complete everything online via PensionConnect, our comprehensive pension planning tool. Follow the steps below to get started.

1 Log in to PensionConnect

- Go to **intermountain.ehr.com**.
- Click "First time user? Create an account."
- Input your information as prompted, including Social Security number, date of birth, personal email, and phone number.
- Input codes received by email and phone (sender is Willis Towers Watson).
- Set up password.
- Sign in to PensionConnect.



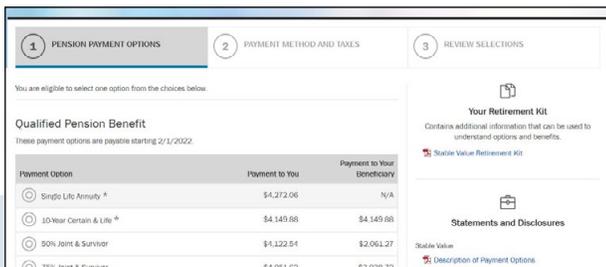
2 Complete retirement profile

Click the start button, as shown in the photo above. Next, you will need to enter the following information:

- Benefit Commencement Date (Note: this is NOT the date that you will receive funds. Please allow 4 to 6 weeks from your retirement date to receive the funds.)
- Beneficiary selections
- Liens (Such as a Qualified Domestic Relations Order)
- Contact information.

3 Choose payment option

You will have the option to receive your pension as a lump sum payment or monthly payments for life.* See pages 4 of this guide for a detailed explanation of each payment option.

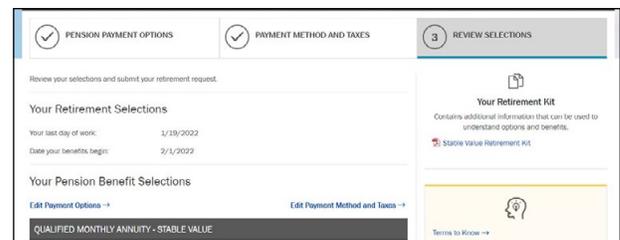


4 Enter payment method

Next, enter your direct deposit or account information and your tax withholding information.

5 Review selections

Please read the statements and disclosures listed and mark that you have read and understood them. Click "Submit" on the bottom right hand corner of the page. **If you wish to make changes after you have completed the application, you will need to cancel your request and start a new application.**



Retiree Insurance Benefits: After submitting your application, please allow 7-10 business days for a packet to be sent to you through the Message Center in PensionConnect, which can be accessed via the envelope icon in the top-right hand corner of PensionConnect. Print the applicable forms and submit them electronically through PensionConnect. For more information about retiree insurance benefits, please see page 5 of this guide.

6 Upload completed paperwork into PensionConnect.

Go to the message center and select the paperclip icon to attach your documents, then click Submit.

**If you quit Intermountain Health before you are 65 years but decide to wait to start receiving your pension benefit until you are 65 years old, you will only have the option of a monthly annuity at that point.*

Pension Payment Plans

Deciding which option is best for you

When you fill out your pension application, you will be able to choose how your pension benefit will be paid to you in one of the following forms:

- **Lump sum payment:** one-time payment after you retire.
- **Monthly annuity:** monthly payments for life when you retire.

Which payment option is best?

- **Lump Sum** - If you pass away soon after you retire, you can leave the entire amount to your family. However, you need to consider if you're comfortable with investing the funds you will receive to make it last until you pass away. In addition, if you cash out your lump sum – instead of rolling it over into an IRA or other qualified plan – you will be subject to a 20% mandatory federal tax withholding and a 10% penalty if you are under 59½ years old.
- **Monthly Annuity** - You'll receive the same amount every month until you pass away, regardless of inflation. Cost of living adjustments will not be made.

Is my pension worth more the longer I wait?

You're eligible to receive 100% of your accrued pension benefit at age 65, which is normal retirement age pursuant to the Intermountain Pension Plan. Reduced pension benefits are available at any age younger than 65 if you decide to terminate your employment or retire early.



Monthly annuity payment options

Each of these options provides a monthly pension for the remainder of your lifetime.

- **Single Life Annuity:** No benefits are payable following your death. If you are married, your spouse must consent in writing if you choose this option.
- **Qualified Joint and Survivor Annuity:** You choose whether your surviving spouse receives 50%, 75% or 100% of a reduced monthly amount following your death for as long as he/she lives.
- **Life Annuity with a Ten-Year Certain Guarantee:** If you pass away before receiving ten years of payments, the remainder of the 120 monthly payments (or the lump sum actuarial equivalent) will be distributed to your designated beneficiary.
- **Qualified Joint and Survivor Annuity with a Ten-Year Certain Guarantee:** You choose whether your surviving spouse receives 50%, 75% or 100% of a reduced monthly amount following your death for as long as he/she lives. If both you and your spouse should pass away before receiving 120 monthly payments, the remainder of the 120 monthly payments (or the lump sum actuarial equivalent) will be distributed to your designated beneficiary.

Lump sum payment option

This is your entire pension amount paid to you as a one-time payment. You have the option to rollover to your 401(k), an IRA, or cash-out the present lump sum value of your accrued benefit in the Intermountain Pension Plan when you leave or retire from Intermountain.



Retiree Insurance Benefits

Types of insurance you may be eligible for

The information below describes benefit options that may be available to you when you retire. To be eligible for these benefits, you must have worked for the company for at least 10 years, had active benefits for at least 6 months prior to retirement, and be age 55+. Retiree medical and life insurance must be taken within 30 days of retirement or it is forfeited. The retiree medical plan is only offered until age 65, when you become Medicare eligible. All other benefits are offered to our retirees each year at open enrollment. Applicable forms and additional information are available to print and download on Step 3 of your online pension application. **All forms must be submitted electronically via PensionConnect through the message center, which is accessible through the envelop in the top-right corner. Use the paperclip icon to attach documents.**



Health insurance

Previously employed Intermountain Health caregivers are eligible for Medicare on or after their 65th birthday. The Health Insurance Marketplace is a great way for individuals and families to get affordable health insurance coverage before age 65. For more information, visit, [healthcare.gov](https://www.healthcare.gov).

Dental Insurance & Vision Benefit

You are eligible to enroll in the retiree dental or dental and vision insurance when you retire.

Keep in mind that if you sign up for this insurance, you must keep the coverage for the entire calendar year. The vision benefit is only offered if you enroll in dental insurance. For current premiums and to enroll, print the Dental Insurance Enrollment form on Step 3 of your PensionConnect online application. It will also be included in the packet that is sent to you 7-10 business day after you submit your application.

Life, Legal, Home & Auto and Identity Protection insurances

You have the option to enroll in some additional insurance options with the following companies who have partnered with Intermountain to provide exclusive rates for retirees:

- **The Hartford Life Insurance**
- **MetLife Legal Insurance**
- **Goldenwest Home and Auto Insurance**
- **Allstate Identity Protection® Insurance**

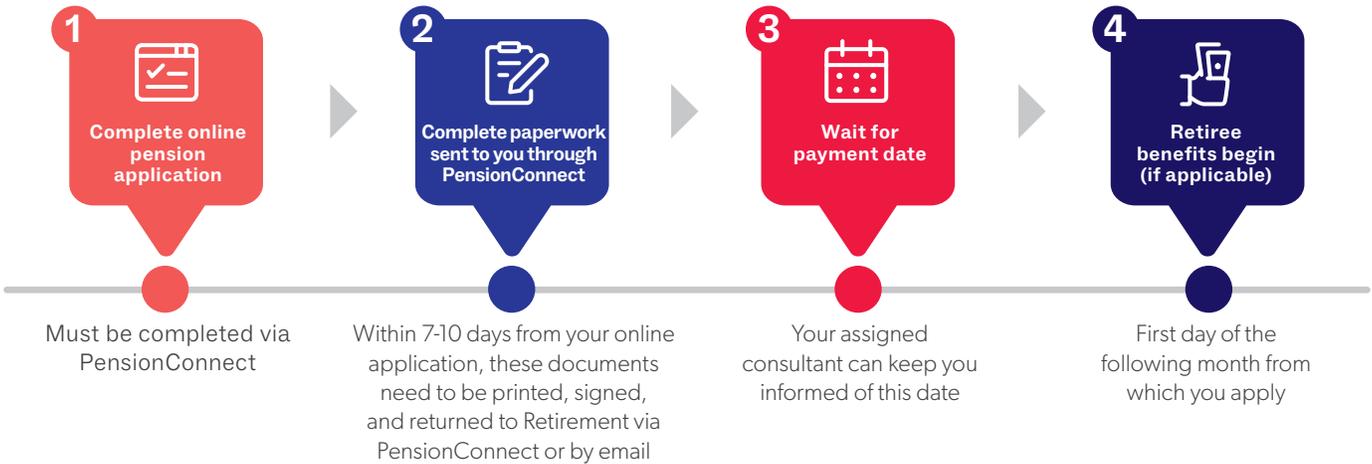
For current premiums and to enroll, print the Life Insurance Enrollment Form and/or the Legal Insurance Enrollment Form on Step 3 of your Pension Connect online application. These forms need to be mailed directly to The Hartford and/or MetLife. If you would like to enroll in home and auto insurance or identity protection insurance, please contact them directly. See page 8 of this guide for a list of helpful contacts.

When Do I Get Paid?

After you submit your pension application online

Listed below are the steps leading up to receiving your lump sum payment or your first annuity payment. The amount of time it takes for you to receive your first payment varies depending on whether or not you are an active employee or a termed employee. See below for more details.

Termed Caregivers



Avoid delays: check your account!

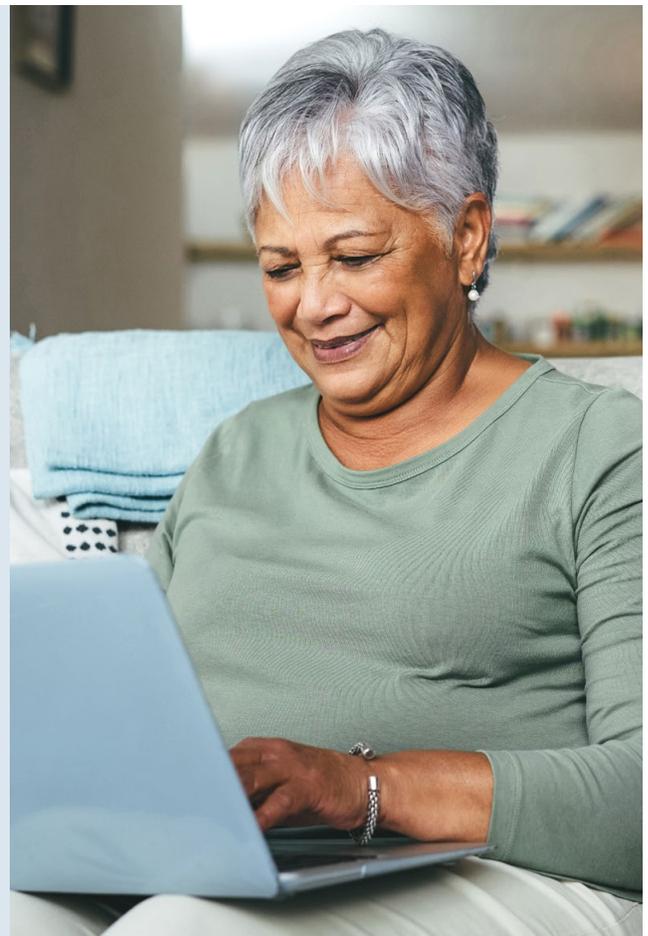
We want to keep you informed throughout your entire retirement process. You will receive notifications via email directing you to check your messages under your PensionConnect account. These messages can be found by clicking on the envelope in the upper-right corner in PensionConnect. We will let you know if we need more information or additional forms to be completed by you, such as the Spousal Waiver Form.

What if I don't receive my pension payment?

Most likely, there are some forms that you need to complete in order to finalize your pension application. Check your email or log into your PensionConnect account to see if you have any notifications requesting action on your part.

When should I call AskHR?

AskHR is available during regular business hours to answer general retirement questions such as retiree health and dental benefits and the retiree discount program. They cannot, however, provide specific details concerning your pension amount or payout dates.



Additional Retirement Benefits

Other forms of income and benefits besides your pension

Aside from your Intermountain pension benefit, you may be eligible for or already have some of the following benefits.



Savings Plus 401(k) and Tax Deferred Savings 403(b) plans

When you leave Intermountain Health, T. Rowe Price, will automatically send you a termination kit in the mail. If you are interested in moving your 401(k) funds, please contact T Rowe Price at 800-922-9945. You will have the following options:

- **Leave your savings in the plan**
- **Rollover your account**
- **Take your savings out now**

The Intermountain Retirement Program and T. Rowe Price are here to help you with your transition to retirement. Here are some additional resources:

- **General account questions.** Call T. Rowe Price at 1-800-922-9945 Monday through Friday from 5 a.m. to 8 p.m.
- **Online resources.** Log in to the myRetirementPlan Web site at rps.troweprice.com.
- **General retirement questions.** Call AskHR at 1-801-442-7547 Monday through Friday from 8 a.m. to 5:30 p.m.

Social Security and Medicare

If you have questions about your Social Security benefit, visit their website at ssa.gov or call them at 1-800-772-1213.

Generally, after age 65, Medicare Part A and Part B become your primary health insurance provider. If you don't sign up for Medicare Part B during your initial enrollment period, you may have to pay extra for your Medicare Part B premium. You may wish to explore coverage under a Medicare Part D plan for prescription drug coverage. For more information, visit their website at www.medicare.gov or call them at 1-800-MEDICARE or 1-800-633-4227.

As a supplement to your Medicare coverage, you can purchase supplemental health insurance from a number of insurance providers. The Utah State Division of Aging & Adult Services provides free counseling and information for individuals who are or will soon become eligible for Medicare.

Utah State Division of Aging and Adult Services:
1-877-424-4640 or hsdaas.utah.gov.

Helpful Contacts

We're here to help

You have a wealth of resources right at your fingertips to help you through the entire retirement process. Below is a list of helpful contacts and phone numbers to assist you with any questions you might have.



Intermountain Retirement Program

Customer Service for your retirement benefits is handled through AskHR at 1-801-442-7547. You can also visit intermountainhealthcare.org/retiree for up-to-date information about your Intermountain retirement benefits.

SelectHealth

If you have coverage specific questions about your health or dental insurance, please contact SelectHealth directly at 1-800-538-5038 or SelectHealth MedAdvantage at 1-855-442-9900.

If you choose a one-time lump sum payment or your pension benefit check isn't large enough for your insurance benefit deductions, you will be individually billed by SelectHealth as well.

HealthEquity

HealthEquity is the administrator for Health Savings Accounts for Intermountain. Their customer service team is available 24 hours day/ 7 days/week at 1-866-346-5800.

WEX

WEX is the COBRA Administrator for Intermountain. They can be reached at 866-451-3399. If you have COBRA questions before you retire, please contact Intermountain COBRA Services at 1-801-442-2263.

Eyemed

Eyemed is the provider for our retiree vision plan. You can reach them at 1-866-723-0513 for more information about your benefit.

Hartford

The Hartford is the provider for our retiree life insurance plan. You can reach them at 1-877-480-0097 for more information about your benefit.

MetLife

If you have questions about the legal insurance that is offered to our Intermountain retirees, please call MetLife at 1-800-821-6400.

Goldenwest Insurance Services

Goldenwest is our partner for home and auto insurance services. They can be contacted at 888-853-8992 option 5 or visit them at gwcu.org/intermountain.

Allstate

Allstate Identity Protection® is our partner for identity protection insurance services. Visit them online at www.MyAIP.com/IntermountainRetirees or if you have any questions, you can give them a call at 1-800-789-2720.