



Intermountain Health Pension Plan

2023 Summary Plan Description

.....



The following summary briefly describes the principal provisions of the Intermountain Health Pension Plan (the Plan) as of April 1, 2023. It has been prepared as a convenience for you. Participation in the Plan was closed to new participants hired (or rehired) on or after April 5, 2020.

Intermountain Health Care, Inc. (**Intermountain Health**) sponsors the Plan, and any affiliate of Intermountain Health can adopt the Plan for its employees, with the approval of Intermountain Health. Currently, IHC Health Services and SelectHealth are participating employers in the Plan. **Intermountain** means Intermountain Health and any participating employer.

IHC Health Services is the administrator of the Plan (**the Plan Administrator**). The responsibility to handle appeals relating to claims has been delegated to the Intermountain Benefits Administration Committee.

Every effort has been made to describe the provisions of the Plan with accuracy and clarity. This summary will give you a good overview of how the Plan works and your rights and obligations under the Plan. Because it is only a summary, however, it omits much of the detail found in the Plan document itself. Should any discrepancy exist between the Plan and this summary, the official Plan is the controlling document and is binding upon all parties. The Plan is available to any Plan participant for review at the Intermountain Retirement Program office. You can reach us by calling AskHR at 1-801-442-7547 or toll-free at 1-833-442-7547.

This summary is an important document. You should keep it in a safe place for future reference. If the plan is changed in any way that affects your eligibility or benefits, you will be given an explanation of the changes.

ELIGIBILITY REQUIREMENTS

When participation begins

Employees hired on or after April 5, 2020 are not eligible to participate in the Plan. Employees who were previously employed by Intermountain and were rehired on or after April 5, 2020 are not eligible to participate in the Plan for the period of reemployment, even if they were Plan participants during previous employment with Intermountain.

The following rules applied for employees hired before April 5, 2020. If you were a qualified employee, you automatically became eligible to start participation on the first January 1 or July 1 on or after the date you

- were at least age 21; and
- had completed one eligibility year of service.

After becoming eligible, you will continue to participate in the Plan as long as you remain a qualified employee.

You are a qualified employee if you are or were employed by Intermountain before April 5, 2020. However, you are not a qualified employee if any of the following applied to you: you were classified by Intermountain as an independent contractor; you are covered by a collective bargaining agreement if benefits were the subject of good faith bargaining; you are a non-resident alien with no U.S. source of income from Intermountain; or you are based outside of the U.S. (or perform services only outside the U.S.). As mentioned above, if you were reemployed, different rules regarding participation in the plan may apply to you (see section under Reemployment), and employees who were or are rehired on or after April 5, 2020 are not qualified employees for that period of reemployment, even if they previously were participants in the Plan.

HOW YOUR SERVICE IS COUNTED

Service is counted under the Plan for three purposes:

- Eligibility to participate
- Vesting
- Benefit service

Service for determining your eligibility to participate in the Plan is called years of eligibility service. Service for determining your vesting is called years of vesting service. Service for certain purposes relating to determining your benefits under the Plan is called years of benefit service.

Hours of service

Hours of service are also used to determine if you have earned a year of eligibility service or a year of benefit service. Only employees hired or rehired before April 5, 2020 may be credited with hours of service for employment on or after that date.

An hour of service is an hour paid at your base hourly rate by Intermountain. It also includes all hours for which you are paid or entitled to payment (e.g. vacation or illness), regularly scheduled hours for periods during which you are on authorized leave of absence, and hours covered by a back pay award unless already counted. It further includes regularly scheduled hours during a period of qualifying military service required to be included for that purpose under federal law.

Special rules will credit you with a limited amount of hours of service for purposes of determining your eligibility service if you are absent because of maternity or paternity leave. If you are paid on an hourly basis, your hours of service are based upon your actual hours according to the payroll records. If you are not paid on an hourly basis, your hours of service are determined by the salaried earnings method using certain equivalencies.

Cost

Intermountain pays the full cost of your benefit under the Plan, so you don't have to pay anything!

Eligibility

Eligibility service is used to determine your right to participate in the Plan. You earn a year of eligibility service if you are credited with at least 1,000 hours of service during the 12-month period beginning the day you started working for Intermountain. Only employees who were originally hired by Intermountain before April 5, 2020 may be credited with eligibility service. (This does not include employees originally hired before April 5, 2020 by an employer that merged with or was acquired by Intermountain after that date.)

If you do not reach the 1,000 hours during your first anniversary year, you will earn a year of eligibility service for each calendar year (beginning with the calendar year containing the first anniversary of your hire date) during which you satisfy the 1,000 hours of service requirement.

Vesting and vesting service

Vesting service is used to determine your right to receive Plan benefits. You become vested in your Plan benefit once you are credited with five years of vesting service (you are also vested if you reach age 65 while employed by Intermountain). Once you are vested you are entitled to a benefit from the Plan even if you leave Intermountain before retirement. Years of vesting service are counted in full years and partial years (based upon the fraction of completed days to 365) to your termination date from the later of (i) your date of hire by Intermountain or (ii) the date you reach age 18.

Your vesting service includes a period while you were gone from employment on an approved leave or for qualified military service if you return to work when that period has ended. It will also include your period of military service up to your date of death or disability if you die or become disabled during your military service. Special rules will credit you with a limited period of service if you are absent because of maternity or paternity leave. Special rules apply to the counting of your years of vesting service earned prior to January 1, 1984 based upon earlier provisions of the Plan.

Effective as of May 1, 2022, employees who are participants in the Plan and move to an iFlex position (but do not terminate employment) continue earning vesting service under the Plan during periods when they are classified as iFlex Employees (even if they are not earning benefit service under the Plan, as described in the next section “Years of benefit service”).

Years of benefit service

The number of years of benefit service determines the percentage of your pay that is used to calculate your benefit earned for a year under the Stable Value Formula. It is also used to determine whether you qualify for subsidized reduction factors for that part of your benefit, if any, earned under the Career Accumulation Formula if you start your benefits before you reach age 65. Any former participants who are rehired on or after April 5, 2020 will not be credited for any benefit service on or after that date, except for purposes of determining whether you qualify for subsidized reduction factors described in the preceding sentence.

PensionConnect

You can use our online pension benefit estimator called PensionConnect to see how much your pension benefit might be worth at different ages. It also shows you how many vesting and benefit service years you will have based on your assumptions.

Go to <https://intermountain.ehr.com> to do an estimate today. Call Intermountain Ask HR at 1-833-442-7547 if you have questions.

You earn a year of benefit service for each calendar year during which you are credited with at least 2,000 hours of service. If you are credited with less

than 2,000 hours of service for a year, then you are credited with that part of a year of benefit service determined by dividing your hours of service for the year by 2,000. However, if you did not enter the Plan on the first possible entry date based upon your date of employment, then your hours of service for calculating your years of benefit service began when you entered the Plan. You will not be credited with hours of service for any period of service prior to the date you reached age 21 or for periods during which you are not a qualified employee.

Special rules apply to the determination of benefit service for periods of employment prior to January 1, 1983 based upon earlier provisions of the Plan.

If you are receiving disability benefits under the long-term disability plan of Intermountain and you would otherwise be eligible to be credited with hours of service for employment, you will continue to be credited with hours of benefit service.

In connection with certain acquisitions, credit under the Plan for service with the prior employer has been granted. There are also certain special rules for calculating your benefit service that may be applicable if your benefit is based upon the formula in an earlier version of the Plan or you ceased to be an active employee prior to January 1, 2007.

Effective as of May 1, 2022, employees who are participants in the Plan and move to an iFlex position (but do not terminate employment) do not earn benefit service when they are in an iFlex position. They may be eligible to earn benefit service again upon their return to a non-iFlex position without a termination of employment if the non-iFlex position they return to is a position in which they would otherwise have continued to earn benefit service if they had not moved to an iFlex position.

REEMPLOYMENT

Special rules

If your employment at Intermountain ends, and you later return to work, special rules may apply to your service and the calculation of your benefit depending on your situation. The rules regarding service interruptions are complicated if you have been reemployed. If your employment with Intermountain ended, and you were rehired on or after April 5, 2020, you will not be a qualified employee for that period of reemployment. This rule supersedes any conflicting statements in this summary.

If you leave after you are vested and participating

If you were receiving benefits in the form of monthly payments from the Plan at the time of your reemployment, special rules apply that may result in your payments being suspended during reemployment. These rules apply to all participants, including employees reemployed on or after April 5, 2020. When your reemployment ends, your benefit will normally be recalculated in accordance with the distribution rules of the plan, including relevant actuarial factors and other variables (such as your annuity starting date, age, and length of service).

If you were vested in the Plan based upon your prior employment and you returned to work for Intermountain before April 5, 2020:

- You were eligible to participate in the Plan immediately, and
- Your previous vesting and benefit service under the Plan will be taken into account.

If you leave before you're vested but are already participating

If you are not vested based upon your prior employment and you were gone for at least 5 years (and for more years than you worked before leaving), you are treated as a new employee:

- Your prior period of service will be ignored for all purposes, and

- You will be treated as a new employee for Plan purposes including eligibility to participate in the Plan, eligibility service, vesting service and benefit service.

If you have questions
about disability
insurance, call or
email AskHR at:

1-833-442-7547
AskHR@imail.org

If you were gone for less than 5 years or for fewer years than you worked before leaving and you were reemployed by Intermountain before April 5, 2020:

- You participated immediately in the Plan if you were participating when you left,
- Your previous vesting service was restored, and
- Your previous benefit service was restored.

If you were gone for less than 5 years or for fewer years than you worked before leaving and you were reemployed by Intermountain on or after April 5, 2020, your vesting will be restored, but you will not accrue benefit service for the period of reemployment, except for limited purposes relating to early retirement as described above under “Years of Benefit Service.”

Disability service credits

If you become disabled and qualify for benefits under the long-term disability program of Intermountain applicable to you, you will continue to receive credit for hours of service under the Plan each year with the level of your pay at the time you became disabled. This crediting of service will end upon the earliest of the following:

- You cease to receive benefits under the disability plan,

- You cease to be permanently disabled, or
- You start to receive your benefit under the Plan.

Similar crediting rules (subject to certain limitations) applied for periods of absence prior to 2007.

OTHER KEY DEFINITIONS

The plan uses other rules to determine how much you will earn under the plan for any given year. Depending upon the formula applicable to you for the year, these rules include your pay, the integration level for the year and the cost of living increase.

Pay

The benefit you earn for a year is based upon your pay. Your pay means amounts Intermountain paid you for your services. It also includes elective contributions to the Savings Plus 401(k) and/or Tax Deferred Savings 403(b) plans, or amounts deducted from your paycheck for the Intermountain insurance program. However, your pay does not include the following:

- Employer contributions or payments under an employee benefit plan, including but not limited to this Plan and any health or welfare plan.
- Severance pay paid on account of the termination of employment.
- Income attributable to benefits received under any long-term disability plan or other employee benefit plan maintained by Intermountain.
- Allowances or reimbursements for expenses, automobile or mileage allowances, relocation payments, discounts for goods or services, medical or dependent care reimbursements, tuition reimbursement, and payments for parking or public transportation.
- Earnings while in the iFlex job classification.

Pay counted for 2023 for any participant is limited to \$330,000. This limit may increase in future years based upon legally authorized cost-of-living adjustments.

If you are on a leave of absence for military service, your pay for the year will be adjusted to include any differential wage payments paid to you by Intermountain. Your pay for periods of military service if you return to work for Intermountain following your military service with rights protected by the Uniformed Services Employment and Reemployment Rights Act (or if you are given credit for your military service because of your death or disability during that service) will be based upon the pay you would have earned if your employment had not been interrupted by your military service.

During the period of long-term disability, you will be credited under the Plan each year with the level of your pay at the time you became disabled.

ICAP Limit

In determining your benefit earned for a year under the Career Accumulation Formula, which applied before 2010, the Plan took into account the part of your pay that exceeded the integration level, called the ICAP Limit, for that year. The ICAP Limit for a year is 40% of the wage base used for federal Social Security taxes for that year (rounded to the nearest \$1,000). For 2009, the limit was \$43,000.

Cost of living increase

Your benefit being earned under the Career Accumulation Formula was adjusted each year by the cost-of-living increase for the year. The cost-of-living increase for a year for Plan purposes was the cost of living adjustment (expressed as a percentage increase) announced by the Social Security Administration for Social Security benefits payable for that calendar year (when compared to Social Security benefits payable for the prior year), rounded to the nearest .10%, subject to a limit of 4%. The increase for 2009 was 4%. The cost-of-living increase did not apply to benefits being earned by disabled participants.

There is no cost-of-living adjustment to that part of your benefit earned under the Career Accumulation Formula after 2009.

YOUR PENSION BENEFIT AT NORMAL RETIREMENT

The Plan provides a normal retirement pension benefit for you once you reach age 65 and your employment then ends. If you continue your employment past age 65, you may elect to be treated as having terminated your employment for purposes of the Plan on the first day of the calendar month in which you have fewer than 80 hours of service.

Your normal retirement benefit is the amount of pension benefit payable to you expressed in the normal payment form which is a payment each month during your lifetime. This form of payment is called a Single Life Annuity. The amount of your normal retirement benefit is determined by the benefit formula or formulas applicable to you. The Stable Value benefit is not determined in the form of a Single Life Annuity, so your benefit as determined by the formula or formulas applicable to you must be converted

to a Single Life Annuity using the actuarial equivalence provisions of the Plan. If you do not want to receive your normal retirement benefit as a Single Life Annuity, you can elect to receive the value of that benefit in one of the other forms of payment available under the Plan.

The current benefit formula of the Plan is the Stable Value Formula. If you were last hired before 2007, you also earned a benefit for the period before the Stable Value Formula applied to you under the Career Accumulation Formula. The amount of your normal retirement benefit is determined by adding together the following:

- The value of the benefit you have earned under the Stable Value Formula; and
- The value of the benefit, if any, you had earned prior to becoming subject to the Stable Value Formula under the Career Accumulation Formula.



STABLE VALUE FORMULA

The Stable Value Formula became effective on January 1, 2007 and applied to employees hired or last rehired after December 31, 2006. It also applied for 2008 to employees hired before 2007 who chose to switch to this formula for 2008 and continues to apply to those employees for 2009 if they did not elect to switch back to the Career Accumulation Formula for 2009 under the elections then available under the Plan. The Stable Value Formula began to apply to ALL employees effective January 1, 2010.

How your pension is calculated

The Stable Value formula calculates your pension as a single lump sum amount. This amount is the sum of the pension amounts earned each year under the formula. The single sum amount at your retirement, when

converted to a Single Life Annuity that starts at your retirement date, is your normal retirement benefit earned under the Plan for your service for Intermountain during the period the Stable Value Formula applies to you.

You must work at least one hour in a year to earn a pension amount. The pension amount for a year is the percentage of your pay for each year, based upon your years of benefit service at the beginning of that year, plus beginning in 2010, 5% of your pay above the social security wage base for that year. Intermountain contributes toward social security on your pay up to the social security wage base but not on your pay that exceeds that wage base. To equalize somewhat the contribution by Intermountain for each participant on his or her total pay, the benefit formula provides an additional benefit based upon pay over the social security wage base.

Stable Value Formula		
YEARS OF BENEFIT SERVICE AT BEGINNING OF PLAN YEAR	PERCENTAGE OF PAY FOR PLAN YEAR (age 65 value)	PERCENTAGE OF PAY OVER THE SOCIAL SECURITY WAGE BASE (age 65 value)
Less than 10	12%	5%
10 but less than 20	14%	5%
20 or more	16%	5%

Pay Under Social Security Wage Base

If you work at least one hour in 2023, your pay in 2023 is \$60,000 and you have 12 benefit service years at the beginning of the year, then the benefit amount you earn for the year if you retire at age 65 is \$8,400, determined as follows:

- $\$60,000 \times 14\% = \$8,400$
- $\$60,000 - \$160,200$ (social security wage base for 2023)
 $\$0 \times 5\% = \0
- $\$8,400 + 0 = \$8,400$

In this case, \$8,400 is the single sum amount earned for 2023 that is used to calculate your pension payment as described above under “How your pension is calculated.”

Pay Over Social Security Wage Base

If you work at least one hour in 2023, your pay in 2023 is \$180,000 and you have 12 benefit service years at the beginning of the year, then the benefit amount you earn for the year if you retired at age 65 is \$26,190, determined as follows:

- $\$180,000 \times 14\% = \$25,200$
- $\$180,000 - \$160,200$ (social security wage base for 2023)
 $\$19,800 \times 5\% = \990
- $\$25,200 + \$990 = \$26,190$

In this case, \$26,190 is the single sum amount earned for 2023 that is used to calculate your pension payments as described above under “How your pension is calculated.”

Your years of benefit service include your years of benefit service earned prior to 2010. See the “Years of benefit service” section earlier in this Summary Plan Description for an explanation of how your years of benefit service are determined. For example, Lisa joined Intermountain in April of 2010 at age 30 and began to participate in the Plan on July 1, 2011. She earned \$35,000 a year in 2010. The table below shows how Lisa’s age 65 pension benefit will grow assuming she works at least 2,000 hours each year and assuming her pay (and the social security wage base) increases at a rate of 2.5% a year.

STABLE VALUE CALCULATION
(Based on 2,000 hours per year)

The data below is illustrative and only meant to be an example of what your benefit could look like. Your actual benefit will vary and will depend on your age. Your benefit will not depend on the performance of investment returns. Instead, because the Plan is a defined-benefit plan, you will receive a specified payment amount. This is different than a defined-contribution plan where the value of your retirement accounts increase or decrease based on investment returns over time.

YEAR	PAY	BENEFIT SERVICE	RATE	LUMP SUM PAYABLE AT RETIREMENT EARNED THAT YEAR (age 65 value)	TOTAL LUMP SUM AT 65
2010	\$35,000	1	12%	\$4,200	\$4,200
2011	\$35,875	2	12%	\$4,305	\$8,505
2012	\$36,772	3	12%	\$4,413	\$12,918
2013	\$37,691	4	12%	\$4,523	\$17,441
2014	\$38,633	5	12%	\$4,636	\$22,077
2015	\$39,599	6	12%	\$4,752	\$26,828
2016	\$40,589	7	12%	\$4,871	\$31,699
2017	\$41,604	8	12%	\$4,992	\$36,692
2018	\$42,644	9	12%	\$5,117	\$41,809
2019	\$43,710	10	14%	\$6,119	\$47,928
2020	\$44,803	11	14%	\$6,272	\$54,201
2021	\$45,923	12	14%	\$6,429	\$60,630
2022	\$47,071	13	14%	\$6,590	\$67,220
2023	\$48,248	14	14%	\$6,755	\$73,975
2024	\$49,454	15	14%	\$6,924	\$80,898
2025	\$50,690	16	14%	\$7,097	\$87,995
2026	\$51,958	17	14%	\$7,274	\$95,269
2027	\$53,257	18	14%	\$7,456	\$102,725
2028	\$54,588	19	14%	\$7,642	\$110,367

YEAR	PAY	BENEFIT SERVICE	RATE	LUMP SUM PAYABLE AT RETIREMENT EARNED THAT YEAR (age 65 value)	TOTAL LUMP SUM AT 65
2029	\$55,953	20	16%	\$8,952	\$119,320
2030	\$57,352	21	16%	\$9,176	\$128,496
2031	\$58,785	22	16%	\$9,406	\$137,902
2032	\$60,255	23	16%	\$9,641	\$147,542
2033	\$61,761	24	16%	\$9,882	\$157,424
2034	\$63,305	25	16%	\$10,129	\$167,553
2035	\$64,888	26	16%	\$10,382	\$177,935
2036	\$66,510	27	16%	\$10,642	\$188,577
2037	\$68,173	28	16%	\$10,908	\$199,485
2038	\$69,877	29	16%	\$11,180	\$210,665
2039	\$71,624	30	16%	\$11,460	\$222,125
2040	\$73,415	31	16%	\$11,746	\$233,871
2041	\$75,250	32	16%	\$12,040	\$245,911
2042	\$77,131	33	16%	\$12,341	\$258,252
2043	\$79,060	34	16%	\$12,650	\$270,902
2044	\$81,036	35	16%	\$12,966	\$283,868
2045	\$83,062	36	16%	\$13,290	\$297,158
2046	\$85,139	37	16%	\$13,622	\$310,780
2047	\$87,267	38	16%	\$13,963	\$324,742

CAREER ACCUMULATION FORMULA (ICAP)

How your pension is calculated

The Career Accumulation Formula became effective January 1, 1994 and applied until December 31, 2009 to all current and vested former employees last hired or last rehired prior to January 1, 2007. However, under special elections provided by the Plan a participant could have chosen to move to the Stable Value Formula for 2008 and could have either remained under the Stable Value Formula for 2009 or switched back to the Career Accumulation Formula for that year.

This Career Accumulation Formula calculated your normal retirement benefit directly as an annual benefit at age 65 payable over your lifetime. To convert it to the Single Life Annuity form of payment, the annual benefit is divided by 12 to change to a monthly benefit. The benefit you earned under this formula up through December 31, 2009 began with your accrued benefit (if any) under the old final average pay formula of the Plan as of December 31, 1993 (*see Appendix A for more information about the final average pay formula*).

Your benefit grew in two ways each year:

1. **First**, the benefit at the end of each year was adjusted at the beginning of the next year by the cost of living adjustment for that next year. Thus your December 31, 1993 benefit was increased at the beginning of 1994 by the cost of living adjustment for 1994.
2. **Second**, each year beginning with 1994 (assuming you were credited with at least one hour of service in that year) your benefit was increased at the end of the year by an amount calculated in three steps:
 - a. Your pay (up to the ICAP Limit for that year) multiplied by 1.2%;
 - b. Your pay that exceeded the ICAP Limit for that year (but did not exceed the annual pay limit applicable to the Plan for that year) was multiplied by 1.625%; and
 - c. The totals from the first two steps added together.

If Tom's gross pay for 2009 was \$45,000, then the benefit he earned for 2009 was calculated under the Career Accumulation Formula as follows:

Career Accumulation Formula		
CALCULATION		TOTALS
Age 65 annual benefit at end of 2008		\$6,000
Step 1	Cost of living adjustment for 2009 ($\$6,000 \times 4\%$)	\$240.00
Step 2a	$1.2\% \times \$43,000 =$ (pay to integration level)	\$516.00
Step 2b	$1.625\% \times \$2,000 =$ (pay exceeding integration level, $\$45,000 - \$43,000$)	\$32.50
Step 2c	Total benefit earned for 2009 ($\$516 + \32.50)	\$548.50
	Age 65 annual benefit earned for 2009 ($\$6,000 + \$240 + \$548.50$)	\$6,788.50
	Normal Retirement benefit at 12-31-09 (age 65 annual benefit divided by 12 to convert to monthly benefit)	\$565.71

*The integration level is set each year based on 40% of the Social Security Taxable Wage Base rounded to the nearest thousand. The integration level for 2009 is \$43,000.

Remember, your retirement benefit earned under the Career Accumulation Formula will not be increased for pay, service, or any cost of living adjustment in the future. It was fixed as of December 31, 2009. It represents your normal retirement benefit earned under the Plan for the period of your service for Intermountain during which you were under the Career Accumulation Formula (and the old final average pay formula if applicable).

If more than one pension formula applies to you

Remember that your normal retirement benefit is the sum of the benefits you have earned under each of the formulas of the Plan. If you were under the Career Accumulation Formula and then elected the Stable Value Formula after 2007, your normal retirement benefit includes your benefit calculated under the Career Accumulation Formula through December 31, 2007 and the Stable Value Formula for 2008 and later years.

Minimum pension benefit

If you have satisfied the Plan's vesting requirements, regardless of the formula applicable to you, the minimum monthly pension benefit you will receive is the greater of \$10 for each year of Intermountain benefit service, or \$50 per month.

ADDITIONAL FORMULA DETAILS

Payment after age 65

You do not have to retire when you turn age 65. If you continue to be employed after reaching age 65, your benefit under the Plan will be deferred until your employment ends. Your benefit at the time your employment ends will be your normal retirement benefit calculated at that time.

In addition, if your termination of employment occurs on or after you are age 65 and before you reach age 70.5, you can defer receipt of your benefit that would ordinarily begin until the first day of the month before you reach age 70.5. Your benefit, if you defer receipt of it, is the benefit you had earned at the time your employment ended, adjusted from the date of the termination of employment to reflect that it is starting later.

If you work past age 70.5, Federal law requires that payment of your benefits start no later than April 1 of the year following the later of the year in which you terminate employment or the year in which you reach your required minimum distribution (RMD) age. Your RMD age depends on when you were born, according to the following schedule:

RMD Age	Individuals Impacted
70.5	Individuals who reach age 70.5 before January 1, 2020
72	Individuals who reach age 70.5 after December 1, 2019
73	Individuals who reach age 72 after December 31, 2022, and age 73 before January 1, 2033
75	Individuals who reach age 74 after December 31, 2032



TERMINATION FROM EMPLOYMENT

Stable Value Formula

If your employment with Intermountain ends before you reach age 65, the Plan provides you a pension benefit if you are vested. If you are not vested under the rules of the Plan based upon your employment when it ends, nothing is payable to you under the Plan. Your vested benefit is calculated as a normal retirement benefit based upon your pay and service at the time your employment ends.

You may elect to start your benefits prior to age 65 after your employment ends. Benefits may begin to be paid on the first day of the calendar month coinciding with or immediately following your termination date. Since a benefit that is paid prior to age 65 is paid sooner and over a longer period of time, the amount of your benefit is reduced.

The amount of the reduction for the Stable Value Formula is 5% per year, compounded annually. This means that the amount you receive, if invested to earn 5% annually, will equal the amount you would receive if you waited until age 65 to receive your benefits.

The table to the right sets forth the percentage of your full age 65 benefit that is payable, depending upon your age at the time you start your benefits. These percentages will be adjusted for payment at ages between full years based on your age in years and months. If you continue employment beyond age 65, your benefit payments will be actuarially increased, based on age, to account for the later commencement date.

Percentage of pension payment before age 65 Stable Value Formula					
AGE	% OF AGE 65 BENEFIT PAYABLE	AGE	% OF AGE 65 BENEFIT PAYABLE	AGE	% OF AGE 65 BENEFIT PAYABLE
65	100%	50	48.102%	35	23.138%
64	95.238%	49	45.811%	34	22.036%
63	90.703%	48	43.630%	33	20.987%
62	86.384%	47	41.552%	32	19.987%
61	82.270%	46	39.573%	31	19.035%
60	78.353%	45	37.689%	30	18.129%
59	74.622%	44	35.894%	29	17.266%
58	71.068%	43	34.185%	28	16.444%
57	67.684%	42	32.557%	27	15.661%
56	64.461%	41	31.007%	26	14.915%
55	61.391%	40	29.530%	25	14.205%
54	58.468%	39	28.124%	24	13.528%
53	55.684%	38	26.785%	23	12.884%
52	53.032%	37	25.509%	22	12.270%
51	50.507%	36	24.295%	21	11.686%

Career Accumulation Formula

The amount that you will receive under the Career Accumulation Formula depends on your age when your pension starts and your years of benefit service at the time your employment ends. Since benefits that are paid prior to age 65 are paid sooner and over a longer period, the amount of your benefits is reduced if you choose to receive your benefits under the Plan early. The reduction will be based on your age and benefit service as shown in the table below. These percentages will be adjusted for payment at ages between full years based on your age in years and months.

You may elect to start your benefits prior to age 55 after your employment ends. Benefits may begin to be paid on the first day of the calendar month coinciding with or immediately following your termination date. In that case, the reduction for starting your benefit early will be determined by the actuarial equivalent value of your age 65 benefit expressed as a lump sum.

Special supplement benefit

The special supplement is provided in addition to your actual pension benefit, and it is only paid if you terminated and take your pension benefit between ages 55 and 62 with at least 5 years of vesting service. The special supplement is only payable while you are receiving payments between age 55 and 62. It stops if you die before you reach age 62.

This benefit amount is equal to 60% of that part of your benefit as of December 31, 2006 that is based upon your pay each year that did not exceed the ICAP Limit for that year (and that part of your benefit at December 31, 1993 that did not exceed the applicable Social Security covered compensation limit). If you elect to receive a lump sum distribution, the special supplement will be added to the lump sum payment, and if you elect to receive an annuity, the special supplement will be added to the monthly payment. The amount of this special supplemental benefit was frozen as of December 31, 2006 and does not increase thereafter.

If you elect to commence your benefit after 65, your benefit payments will be actuarially increased, based on your age, to account for your later benefit commencement date.

Percentage of age 65 benefit payable <i>Career Accumulation Formula</i>			
AGE WHEN PENSION STARTS	AGE 55 OR OLDER AT TERMINATION AND 25 OR MORE YEARS OF BENEFIT SERVICE	AGE 55 OR OLDER AT TERMINATION AND LESS THAN 25 YEARS OF BENEFIT SERVICE	UNDER AGE 55 AT TERMINATION
55	72%	60%	30%
56	76%	64%	37%
57	80%	68%	44%
58	84%	72%	51%
59	88%	76%	58%
60	92%	80%	65%
61	96%	84%	72%
62	100%	88%	79%
63	100%	92%	86%
64	100%	96%	93%
65	100%	100%	100%

HOW BENEFITS MAY BE PAID

When your pension may be paid

When your employment ends, your benefit becomes payable to you and you may choose to receive it through one of several payment options. If, however, the present value of your vested benefit at the time of your termination of employment does not exceed \$5,000 (\$7,000 beginning in 2024), your benefit will be paid in a lump sum and no elections will be available to you.

You must make application for benefits unless the value of your benefits does not exceed \$5,000 (\$7,000 beginning in 2024). You must make your election as to the form of your payment after you have received a notice that describes the alternative forms of payment but before your benefit starting date. Generally, this notice needs to be received by you no more than 180 days and not less than 30 days before you want your benefits to start, although you can waive the right to have at least 30 days to review the notice if you wish.

Even though your benefit under the Plan may be determined by applying more than one formula, your benefit is paid together as a single benefit using the form of payment selected by you (or if the value of your benefit does not exceed \$5,000 (\$7,000 beginning in 2024), as a lump sum).

Application forms and more details about the forms of benefit and the application process are available upon request by contacting Ask HR at 1-833-442-7547.

Spousal consent requirements

If you are married, your benefit under this Plan will be paid in the form of a reduced 50% Joint & Survivor Annuity, unless:

- Your spouse consents in writing to your election of another form of payment before your benefit start date,
- The election designates a form of benefit which may not be changed without further consent by the spouse, and
- The spouse's consent acknowledges the effect of such election.

For the consent to be valid, your spouse's signature must be notarized.

YOUR PENSION PAYMENT OPTIONS

Monthly annuity options

Single Life Annuity: This option pays you a monthly pension for the rest of your life. There is nothing payable after your death.

This is the normal form of payment for retirement benefits under the Plan, and the default payment form for participants who are not married and do not make an affirmative election of another form of payment. The amount of the monthly payment is determined under the formula or formulas of the Plan applicable to you which are converted as necessary into this form of payment using the actuarial equivalence provisions of the Plan. However, if you start your benefits before age 55, your benefits are first converted to a single lump sum for payment in that special form and will be actuarially converted from that lump sum form into this form of payment. If you are married, your spouse must consent in writing if you choose this option.

Life Annuity with a Ten-Year Certain Guarantee: This option pays you a monthly pension for the rest of your life. If you die before receiving 10 years of payments, the beneficiary you designated under the annuity receives a monthly benefit until all 10 years have been paid. Alternatively, your beneficiary can elect to receive the actuarial equivalent value of the guaranteed payments remaining after your death in a single lump sum payment. In the event of your death after you have received 10 years of payments, nothing further will be payable after your death. Since this annuity has the potential to be payable longer than a Single Life Annuity, this monthly payment is less than the monthly payment under the single life annuity form. The total actuarial value of this annuity is equal to the value of your benefits paid in the form of a Single Life Annuity.

If you are married, your spouse must consent in writing if you choose this option. To provide for this guarantee, the amount of your monthly pension benefit is reduced from that payable under the Single Life Annuity.

Qualified Joint and Survivor Annuity: This option pays you a reduced monthly pension for the rest of your life. If you die before your spouse, he/she continues to receive a reduced monthly pension equal to either 50%, 75%, or 100% of your monthly pension benefit, depending upon the election you made at the time your benefits commenced. The 50%, 75%, or 100% benefit is payable until your spouse's death. For purposes of this form of benefit (as well as the joint and survivor annuity with 10-year certain form described below), your spouse at the time benefits are started will continue to be treated as your spouse regardless of any subsequent divorce or remarriage.

Because benefits may be paid after your death, this option provides a lower monthly benefit than the Single Life Annuity. The extent of the reduction depends upon the age of your spouse and whether you select the 50%, 75%, or 100% survivor benefit. The 75% survivor benefit provides a lower monthly benefit than the 50% survivor benefit, and the 100% survivor benefit provides a lower monthly benefit than the 75% survivor benefit. The total actuarial values of the benefits payable under these options will be equal to the value of your benefits paid in the form of a Single Life Annuity.

This option with a 50% survivor benefit is the default payment option for married participants under the Plan who do not make an affirmative election of another form of payment.

Qualified Joint and Survivor Annuity with a Ten-Year Certain Guarantee: This option is a combination of the two forms of payment described above. This option pays you a reduced monthly pension for the rest of your life. If you die before your spouse, he/she continues to receive a monthly pension equal to either 50%, 75%, or 100% of your monthly benefit, depending upon the election you made at the time your benefits commenced. The 50%, 75%, or 100% benefit is payable until your spouse's death.

If you and your spouse die before receiving 10 years of payments, the beneficiary you designated under the annuity will receive a monthly benefit until all 10 years have been paid. Alternatively, your beneficiary can elect to receive the actuarial equivalent value of the guaranteed payments remaining after the last death in a single lump sum payment. In the event of your death and the death of your spouse after you have received 10 years of payments, nothing further will be payable following the last death.

Because benefits may be paid after your death, this option provides a lower monthly benefit than the Single Life Annuity. The reduction will include both a reduction for the survivor benefit to your spouse (the extent of which depends upon the age of your spouse and whether you select the 50%, 75%, or 100% survivor benefit) and a reduction for the guaranteed 10 years of payments. The total actuarial value of the benefits payable under this option will be equal to the value of your benefits paid in the form of a Single Life Annuity.

If you are married, your spouse must consent in writing if you choose this option.

Lump sum option

You may choose to receive your pension as a single lump sum payment up to age 65 under the Plan's benefit commencement procedures described above, but note that if you continue to work after reaching age 65, the election must be made within 120 days after your employment ends (or if earlier, and your termination date occurs before the month when you turn age 70.5, the first day of the month before you turn age 70.5). Payment will be made as soon as administratively feasible after your completed election forms have been received.

The amount of the lump sum will be determined by adding together: 1) the lump sum amount of your benefits determined under the Stable Value Formula (adjusted if payment is prior to age 65 for early payment) and 2) the actuarial equivalent of your benefits determined under the Career Accumulation Formula expressed as a lump sum payable immediately if applicable to you.

If you are married, your spouse must consent in writing if you choose the lump sum payment option.

If you elect a lump sum, the payment can be made either as a direct distribution or a rollover, as described below.

Direct distribution

You can elect a lump sum that is paid directly to you. You will be subject to a 20% mandatory withholding for federal income tax, and if you are under age 59½, a 10% tax penalty may apply.

Rollover

You can elect a direct rollover of all or part of your distribution. Your lump sum will be rolled over to your Intermountain Health Savings Plus 401(k) Plan ("Intermountain 401(k) Plan"), an Individual Retirement Account (IRA), a Roth IRA or any other eligible retirement plan that accepts rollovers designated by you. A direct rollover is not taxed until it is

distributed from the successor plan or IRA. However, it is taxed in the year of rollover if the direct rollover is to a Roth IRA. If you choose a direct rollover, you must provide sufficient information identifying the plan or IRA to which you wish to direct the rollover to be made. The other plan or IRA must agree to accept the rollover.

Lump sum cash-outs will be paid as soon as administratively feasible after the later of your termination date (if applicable) or the date the Intermountain Retirement Program receives your completed pension request.

PensionConnect: Interest Rates

When your benefit is calculated as a lump sum, several variables go into that calculation, including your age and life expectancy. In addition, changes to interest rates are an important variable that can affect your benefit, and the nature of those changes can impact your benefit in different ways depending on whether you are calculating an annuity or a lump sum. For more information about how interest rates can affect your pension benefits and to model interest rate changes, please visit PensionConnect at <https://intermountain.ehr.com>. Call Intermountain Ask HR at 1-833-442-7547 if you have questions.

ELIGIBLE ROLLOVER DISTRIBUTION

Only certain types of distributions can be rolled over. Generally, lump sum payments from this Plan to you or your spouse, or an alternate payee who is your former spouse, are eligible rollover distributions and can be rolled over to an IRA or to another eligible retirement plan (provided that the eligible plan will accept them).

Benefits paid to you or your spouse in the form of a monthly payment cannot be rolled over. The amount of a distribution that is required by law to be distributed after a participant reaches age 73 (or a different applicable RMD age shown in the “Payment after age 65” section above) cannot be rolled over. In addition, lump sum payment of death benefits to a beneficiary other than a surviving spouse may under certain conditions and procedures established by the Plan Administrator be rolled over to an IRA (but not to any other form of eligible retirement plan).

Eligible retirement plans

The following may receive eligible rollover distributions, but the sponsor may elect not to receive some types or any rollovers. You should check before you elect a rollover.

- Intermountain 401(k) Plan
- IRA
- Individual retirement annuity
- Any other qualified retirement plan
- Annuity contract described in section 403(b) of the Internal Revenue Code (commonly called a tax-sheltered or tax-deferred annuity or a 403(b) plan)
- An eligible plan under section 457(b) of the Internal Revenue Code (generally, a 457 plan of a governmental entity)

It is also possible to do a rollover distribution to a Roth IRA. You should be aware, however, that a distribution rolled to a Roth IRA is subject to

income taxation in the year in which the distribution occurs, unlike rollover distributions to an IRA or another qualified plan, which are taxed when amounts are withdrawn from the IRA or other qualified plan. The benefit of a rollover to a Roth IRA is that the subsequent investment earnings in the Roth IRA are not taxable to you upon distribution if certain requirements are met.

Taxability of Benefits

Your benefits under the Plan are not taxable to you when earned or credited to you, and you do not report them as income in your tax return. Your benefits are taxable at ordinary income tax rates when distributed to you.

In general, the law imposes a separate 10% penalty tax (in addition to regular income taxes on the distribution) on benefits you receive before age 59½. The 10% penalty tax does not apply, however, to the following:

- Payments rolled over to an IRA or other eligible plan.
- Payments made because of death or qualifying disability.
- Payments after termination of employment if you are age 55 or older.
- Certain periodic payments made over life or life expectancy.
- Payments to an alternate payee under a Qualified Domestic Relations Order.

Direct rollovers

If you receive an eligible rollover distribution from the Plan, you can elect a direct rollover. In a direct rollover, the eligible rollover distribution is paid directly from the Plan to an IRA or another eligible retirement plan that accepts rollovers. A direct rollover is not taxed until it is distributed from the successor plan or IRA. However, it is taxed in the year of rollover if the direct rollover is to a Roth IRA.

If you choose a direct rollover, you must provide sufficient information identifying the plan or IRA to which you wish to direct the rollover to be made. The other plan or IRA must agree to accept the rollover.

Payments not directly rolled over

If you do not make application for payment or rollover of your benefits before you reach your normal retirement date (first day of the month on or after reaching age 65) (or within a reasonable time thereafter consistently with the plan's election procedures), your benefits will be paid to you in the applicable automatic annuity form of payment (joint and 50% surviving spouse annuity if you are married, life annuity if you are single). In other words, if you fail to timely apply for your retirement benefits, then other optional forms of payment will not be available to you.

Mandatory withholding

Absent a direct rollover, the Plan is required by law to withhold 20% of any eligible rollover distribution and pay it to the Internal Revenue Service for federal withholding. You cannot reduce the 20% or elect not to have withholding apply to an eligible rollover distribution except by electing a direct rollover.

If you receive a distribution that is not an eligible rollover distribution (such as payments under a Single Life Annuity or a Joint and 50% Survivor Annuity), other withholding rules apply and you may, in most cases, elect against withholding.

Rollover by nonspouse beneficiary

A nonspouse beneficiary of a deceased participant meeting certain requirements may elect a direct rollover to an inherited IRA or a distribution that would otherwise qualify as an eligible rollover distribution. An inherited IRA is an IRA or a Roth IRA meeting certain requirements established in the name of the deceased participant and payable to the qualifying nonspouse beneficiary.

Small Benefit Cashout

If the value of your vested benefit is less than \$5,000 (\$7,000 beginning in 2024) when you terminate employment with Intermountain, your benefit will be paid out in a single lump sum payment. No other option is available.

If the value does not exceed \$5,000 (\$7,000 beginning in 2024), it will ordinarily be paid with your consent directly to you or rolled over as you direct. If you do not elect an immediate distribution, payment will be made to a rollover IRA in your name with an IRA custodian selected by the Plan.

SURVIVOR BENEFITS

Death after benefits have commenced

If you die after your benefits under the Plan have begun or are scheduled to begin, the only benefits payable following your death will be the survivor benefits, if any, payable under the form of payment you chose when you retired (or were scheduled to be paid).

For example, if your benefits were being paid in the form of a 50% Joint & Survivor Annuity and you were survived by your spouse, benefits will continue to be paid after your death in accordance with the terms of the annuity. However, if your benefits had been paid to you in the form of a Single Life Annuity, there will be nothing further that will be payable with respect to your benefits under the Plan after your death.

Death before benefits have commenced

If you die before you begin receiving your pension benefit, the following requirements must be met in order for your spouse to receive a benefit:

- You must be vested at the time of your death, AND
- You must have been legally married to your current spouse for at least a one-year period prior to your death.

At least age 55 while employed OR 20 years of service

Certain beneficiaries of participants who die before benefits commence are eligible to receive a survivor benefit based on the benefits you would receive if you retired at age 65. These rules apply if you satisfy one of the following:

- Were still employed at the date of your death, and were either 1) at least age 55, or 2) credited with at least 20 years of benefit service; OR
- Were not employed by Intermountain at the date of your death, but were at least age 55 at the time your employment with Intermountain ended,

Then your spouse will receive as a survivor benefit an amount equal to the following:

- 50% of that part of your age 65 benefit, if any, earned under the Career Accumulation Formula (unreduced for commencing before age 65 or for Joint & Survivor Annuity factors), plus
- 100% of that part of your age 65 benefits, if any, earned under the Stable Value Formula, determined as of the earlier of the date of your death or the date of your termination of employment with Intermountain (also unreduced for commencing before age 65 or for Joint & Survivor annuity factors).

Subject to the lump sum payment rules for small benefits, your spouse may elect to receive a lump sum distribution or to begin receiving monthly survivor benefit payments. Your spouse can elect for monthly payments to commence at any time between the first day of the month following the date of your death and the date that benefit payments would have been required to be paid to you if you had not died. There will be no reduction for the fact that the benefit may be starting before you would have reached age 65. These monthly payments will end at the death of your spouse. The survivor benefit payable to your spouse will not be less in value than the benefit your spouse would have received if the survivor benefit had been calculated under the applicable method described below (based upon the date your employment ended) that would have applied if you had not reached age 55 before your employment ended.

Under age 55 while employed OR fewer than 20 years of service

Other beneficiaries of participants who die before benefits commence are eligible to receive a survivor benefit based on the benefits you would receive if you commenced benefits on the day before your death. These rules apply if your employment ended on or after January 1, 2007 (whether on account of your death or because of an earlier termination) and you satisfy one of the following:

- Were still employed by Intermountain at the time of your death, but were not yet age 55 (and did not have 20 or more years of benefit service); or

- Were not employed by Intermountain at the date of your death, and were not at least age 55 when your employment with Intermountain ended,

Then your spouse will be eligible to receive a monthly benefit (or its lump sum actuarial equivalent, if so elected) equal to the sum of the following:

- The survivor portion of the 50% Joint and Survivor Annuity with respect to your benefit earned under the Career Accumulation Formula, if any, that would have been payable had you retired (if your employment had not already ended) and started your benefits on the day preceding the date of your death (reduction factors apply); and
- The monthly benefit that when paid over the remaining lifetime of your spouse has an actuarial value equal to 100% of the value of your benefits earned under the Stable Value Formula that would have been payable to you if you had retired (if your employment had not already ended), on the day preceding the date of your death (reduction factors apply).

Unless the lump sum rule for small benefits applies, your spouse may elect to receive a lump sum distribution or to begin receiving monthly survivor benefit payments. Your spouse can elect for monthly payments to commence at any time between the first day of the month following the date of your death and the date that benefit payments would have been required to be paid to you if you had not died.

If your employment ended before January 1, 2007 (whether on account of your death or because of an earlier termination), then your spouse will receive a monthly benefit equal to the survivor portion of the 50% Joint and Survivor Annuity with respect to your benefit that would have been payable had you retired (if your employment had not already ended) on the day preceding the date of your death, survived to age 55, elected to receive your benefits in the form of a 50% Joint and Survivor Annuity and then died. Subject to the lump sum payment rule for small benefits, your spouse may elect to receive a lump sum distribution or to begin receiving monthly survivor benefit payments. Your spouse can elect for monthly payments to commence at any time following the date you would have reached age 55 and the date

that benefit payments would have been required to be paid to you if you had not died.

Lump sum payment

If the lump sum value of the survivor benefit payable to your spouse does not exceed \$5,000 (\$7,000 beginning in 2024), it will be paid to your spouse as a single lump sum payment as soon as administratively feasible following the date of your death, directly to your spouse or rolled over as your spouse directs.

If your death occurs after December 31, 2006, your spouse may elect to receive his/her survivor benefit in the form of an immediate lump sum payment having an actuarial value equal to the value of the survivor benefit. The value will be determined using the actuarial assumptions applicable to lump sums that apply to the Plan. The payment will be made to your spouse as soon as administratively feasible following receipt of the completed application for a lump sum payment.

APPLICATION FOR BENEFITS

To receive your benefits, you must log into PensionConnect & request your benefit online at <https://intermountain.ehr.com> or while you are still active you can use the direct link from .net to PensionConnect.

Payment of your benefits will start within a reasonable period after you have made application and the Intermountain Retirement Office has received all of the necessary documents and information from you, subject to the following rules:

- If the value of your benefit is less than \$5,000 (\$7,000 beginning in 2024) when you terminate employment, it will automatically be paid to a rollover IRA in your name if you make no election for it.
- If you terminated your employment prior to your normal retirement date (which is the first day of the month on or immediately after reaching age 65), your benefits must start when your normal retirement date is reached and you have received the information described below.
- If you do not make application before you reach your normal retirement date (*first day of the month on or after reaching age 65*) (or within a reasonable

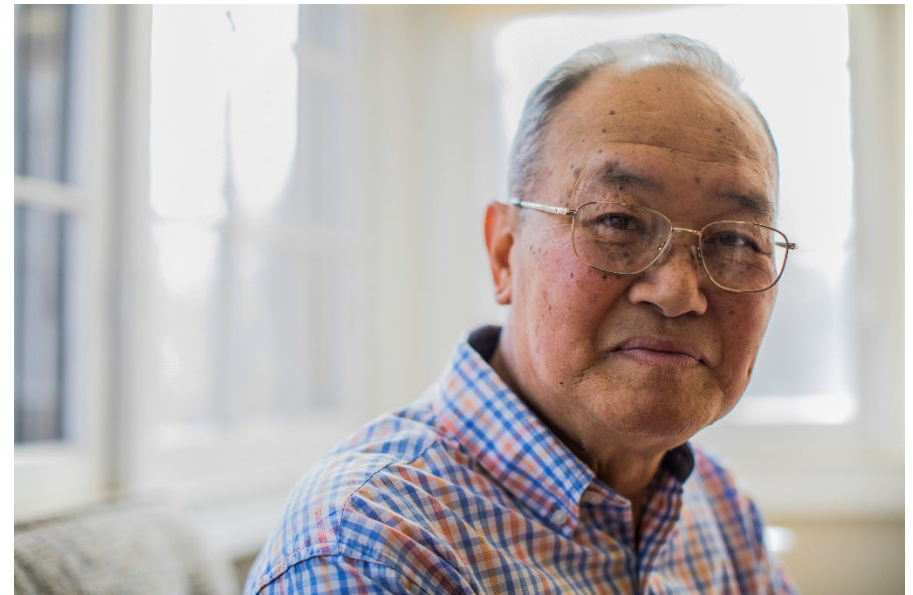
time thereafter consistently with the Plan's election procedures), your benefits will be paid to you in the applicable automatic annuity form of payment (joint and 50% surviving spouse annuity if you are married, life annuity if you are single). In other words, if you fail to timely apply for your retirement benefits, then other optional forms of payment will not be available to you.

- The Plan Administrator may delay the start of benefits up to 60 days after the latest of the following:
 - The end of the year of retirement.
 - The date the amount is known.
 - The date all of the necessary information for a distribution has been received.
- If you terminated your employment on or after your normal retirement date, your benefit payments must start by the later of 1) the first day of the calendar month immediately preceding the month in which you reach age 70.5 or 2) the first day of the calendar month following the termination of your employment with Intermountain.
- In connection with your distribution, the Plan Administrator will provide you, between 30 and 180 days before benefits are to start, with the following information, if applicable:
 - An explanation of the benefit options (including relative values to the extent required) and, if applicable, of your right to defer payment and a summary of the consequences of failing to defer.
 - An explanation of the circumstances under which your benefits will be paid in the automatic annuity form (Single Life Annuity if you are single, Joint and 50% Survivor Annuity if you are married) and the availability of an election of a different form of payment from the forms available under the Plan.
 - An explanation of your right to elect a direct rollover of your distribution from this Plan to another eligible plan or to an IRA if the distribution qualifies.
 - An explanation of mandatory federal withholding of 20 percent of the amount distributed if a direct rollover could be elected and is not.

- No benefit can be paid less than 30 days after the above explanations have been given, unless you waive the waiting period and the right to revoke your election in your application.

Unable to Locate

If you cannot be located or have not applied for benefits within 30 days after the end of the year in which your benefits are required to start, your benefits will be forfeited. Your benefits (determined as of the date your benefits were required to start) will be restored once a claim is made. Missed installments applicable back to the date benefits were required to start will be paid. No interest is paid on any back installments.



EMPLOYMENT OPTIONS DURING RETIREMENT

Working while retired

If you would like to work for Intermountain again during your retirement years, the following rules apply:

- **Break in Service.** You must have experienced a meaningful break in service—which is generally one year—from your position with Intermountain and had no prearrangement of reemployment when you left.
- **Less than one year.** The break can be less than one year if there has been an unanticipated change in circumstances since retirement and there was no prearrangement of reemployment.
- **Exception:** If you are age 65 or older, you can elect to start receiving your pension benefit without a break in service once you have a month during which you work less than 80 hours.
- **Suspension of Payments for Monthly Annuities.** If you are receiving your benefits in monthly payments, they will be suspended if you are working at a rate that would exceed 1,000 hours for the year. However, your payments are not suspended after you reach age 70.5, regardless of the hours that you work.
- **Benefits paid as a Lump Sum Payment.** If you elect the lump sum payment and have fulfilled the break-in-service requirements listed above, you have the option to apply for employment at Intermountain without concern about the number of hours you work.

EMPLOYMENT OPTIONS

Monthly Annuity Payment

Benefits paid as an annuity under age 70.5 (part-time retiree)

If you elect the annuity payment and have fulfilled the break-in-service requirements listed on this page, you have the option to apply for employment at Intermountain while still receiving your monthly pension as

long as you don't work more than 1,000 hours per year prorated. For example, if you retire in June, you'll still have 583 hours left in the year to work (see the table on the next page).

It is your responsibility to monitor how many hours you have worked—which accumulate each pay period according to your pay slips. If you work more than 1,000 hours, your monthly pension will be suspended for the remainder of the calendar year. In addition, suspension of your monthly pension will continue into the following year if you work more than 1,000 hours by the last pay period of the current year. Once it is anticipated that you will no longer work more than 1,000 hours during a year (or if you reach age 70.5), your monthly pension will be restarted under the rules of the Plan (which usually results in your benefit restarting as of the beginning of the next plan year). For reemployment beginning before April 5, 2020, once your reemployment ends, your monthly pension will be recalculated to reflect your additional service under the rules of the plan and offset for the actuarial value of benefits previously paid. No additional benefit service will be credited for reemployment beginning on or after April 5, 2020. If you think that your work schedule will exceed 1,000 hours, please contact Ask HR at 1-833-442-7547.

If your monthly pension is not suspended during reemployment, your benefit earned during reemployment (for reemployment beginning before April 5, 2020) will be distributed to you as a new benefit under the distribution rules of the plan. Because of your reduced hours, you may not be eligible for any other benefits that apply to active employees, but you may be eligible for retiree benefits. Call Ask HR for more details at 1-833-442-7547.

Benefits paid as an annuity over age 70.5

Retirees who are 70.5 or older and currently receiving a pension annuity benefit don't have a limit on the number of hours they are allowed to work while continuing to receive pension payments. Their additional benefit earned during reemployment (for reemployment beginning before April 5, 2020) will normally be paid as a new benefit once reemployment ends. However, if their monthly pension was suspended at any time during reemployment, the additional benefit payable when reemployment ends will be reflected in an adjustment at that time to the amount of the monthly pension. (Note: reemployed retirees who are age 70.5 or older cannot participate in retiree and active employee insurance benefits at the same time.) Call AskHR at 1-833-442-7547 for more details.

1,000 hours schedule	
Month retired	Hours left in year to work
January	1,000
February	917
March	833
April	750
May	667
June	583
July	500
August	417
September	333
October	250
November	167
December	83



OTHER IMPORTANT INFORMATION

Claims procedure

If you claim a benefit or have a question about the Plan, you should contact Ask HR at 1-833-442-7547. Most claims and questions can be resolved informally. If you wish to present a formal claim, the Plan Administrator has adopted the claim procedures attached to this summary (see Appendix B).

The delivery to you of a final decision with respect to your claim for benefits that has been reviewed and considered under the review procedure of the Plan begins the period during which you may bring legal action under ERISA for judicial review of the decision.

No legal action may be brought after two years following the date of the delivery of the final decision to you. In addition, no civil action (whether a lawsuit, arbitration or otherwise) with respect to a claim for benefits or any other claim relating to the Plan may be started until the claims process and the claims review process of the procedures in Appendix B have been fully completed.

Circumstance causing ineligibility of benefits

Your right to participate or receive benefits will be affected by the following:

- Not having reached age 21 or not having a year of eligibility service.
- Being covered by a collective bargaining agreement that does not provide for participation in the Plan, being classified as an independent contractor or a nonresident alien with no U.S. source income, or being based outside of the U.S.
- Leaving employment before five years of vesting service and therefore not being vested.
- Being subject to a qualified domestic relations order.
- Failure to make application for benefits or to fully complete application forms.
- Termination of the Plan if the Plan does not have sufficient assets to pay all benefits (if your benefits exceed certain limits insured by the PBGC Pension Benefit Guaranty Corporation) as described on the next page).

- Having monthly benefit payments suspended because of reemployment.
- Inability of the plan administrator to locate you when benefits are required to start.
- Becoming employed or reemployed on or after April 5, 2020.

While the Plan is designed to provide retirement income, benefits may be limited by law for certain highly compensated employees. In addition, the accrual of benefits and the payment may be limited by law for all for a period of time if the Plan became sufficiently underfunded when those benefits are to be accrued or the payments are due. In that event, such payments and accruals would resume as soon as permitted by law. To the fullest extent permitted by the law, such payments and accruals would be adjusted as determined by the Plan Administrator to provide for the missed payments and accruals. The law imposes similar restrictions on an amendment to the Plan that increases benefits when the Plan is sufficiently underfunded. The Plan Administrator will notify impacted participants if the Plan becomes subject to any of these legal limitations.

PROTECTION OF PENSION BENEFITS

Plan administration

IHC Health Services is the Plan Administrator. It is responsible for all aspects of the Plan except the holding and investing of trust funds or the handling of appeals under the claims procedures of the Plan. The Plan Administrator has responsibility to keep the records of the Plan and to provide information to you when required by law. The Plan Administrator has authority to interpret the Plan. Errors may sometimes occur in determining benefits provided by the Plan. This may result from incorrect or incomplete data or for other reasons. If an error is discovered, the Plan Administrator will seek to correct it by an equitable adjustment.

Overpayments of distributed amounts resulting from an error is a debt to the Plan which the Plan has the right to recover from the person paid. The Plan's right to recover includes the right to deduct the mistakenly paid amount from future benefits that could have been paid to the person under the Plan.

Trust funds

All plan assets are held in trust for the exclusive benefit of the Plan participants. Trust funds cannot become the property of Intermountain unless the Plan ends and assets remain in the trust after all benefits have been paid. The Trustee is responsible for the administration and management of trust funds.

The Plan is funded by contributions from Intermountain. The Trustee will receive all contributions. Intermountain has appointed an investment committee to direct the investment of the assets of the Plan held by the Trustee. The Trustee keeps records and gives periodic reports to the investment committee about the trust funds.

Assignment of benefits, QDROs

The Plan is for your personal protection. Your benefits generally may not be assigned, seized, transferred or claimed by creditors. Benefits may, however, be assigned to someone else by a qualified domestic relations order (QDRO).

A domestic relations order is an order under state domestic relations law relating to child support, alimony or marital property. To be qualified, an order must meet standards imposed by federal law. The Plan Administrator has procedures for determining if a QDRO is qualified. It will notify you if it receives an order relating to your benefits and also when it determines whether the order is qualified. Until it makes this determination, any of your benefits affected by the order will not be distributed.

A copy of the Plan Administrator's QDRO Procedures is available without charge by contacting Ask HR at 1-833-442-7547.

No guarantee of employment

Participation in the Plan is not a guarantee or contract of employment with Intermountain. It does not affect any rights of Intermountain to determine the duration of your employment.

Amendment, termination, and PBGC insurance

Intermountain Health has reserved the right to amend or terminate the Plan at any time. An employer may terminate participation in the Plan with respect to its employees. No amendment may reduce your vested rights or change the Plan so that it would not be for the benefit of employees. If the Plan is terminated, your benefits will become fully vested.

Your pension benefits under this Plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. If the Plan terminates (ends) without enough money to pay all benefits, the PBGC will step in to pay pension benefits. Most people receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits.

The PBGC guarantee generally covers: (i) normal and early retirement benefits; (ii) disability benefits if you become disabled before the Plan terminates; and (iii) certain benefits for your survivors.

The PBGC guarantee generally does not cover: (i) benefits greater than the maximum guaranteed amount set by law for the year in which the Plan terminates; (ii) some or all of benefit increases and new benefits based on Plan provisions that have been in place for fewer than five years at the time the Plan terminates; (iii) benefits that are not vested because you have not worked long enough for Intermountain; (iv) benefits for which you have not met all of the requirements at the time the Plan terminates; (v) certain early retirement payments (such as supplemental benefits that stop when you become eligible for social security) that result in an early retirement monthly benefit greater than your monthly benefit at the plan's normal retirement age; and (vi) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay. Even if certain of your benefits are not guaranteed, you still may receive some of those benefits from the PBGC depending on how much money the Plan has and on how much the PBGC collects from Intermountain. Even if a certain portion of your benefits are not guaranteed, you still may receive some of those benefits from

the PBGC depending on how much money the Plan has and on how much the PBGC collects from Intermountain.

For more information about the PBGC and the benefits it guarantees, ask your Plan administrator or contact the PBGC's Technical Assistance Division, 445 12th Street SW, Washington, DC 20024-2101 or call 1-202-326-4000 (not a toll-free number). If you are deaf or hard of hearing or have a speech disability, please dial 7-1-1 to access telecommunications relay services. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at <http://www.pbgc.gov>.

Internal Revenue Service approval

The IRS has previously issued determination letters confirming the tax-qualified status of the Plan under the Code and the tax-exempt status of the Trust.

STATEMENT OF ERISA RIGHTS

Federal regulations provide the following summary of your rights under ERISA as a participant under the Plan: As a participant in the Plan you are entitled to certain rights and protections under ERISA. ERISA provides that all Plan participants shall be entitled to the following:

Information about your plan and benefits

- Examine, without charge, at the Plan Administrator's office and at other specified locations, such as work sites and union halls, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Administrator may make a reasonable charge for the copies.
- Receive the Plan's annual funding notice. The Plan Administrator is required by law to furnish each participant with a copy of this notice.
- Obtain a statement telling you whether you have a right to receive a pension (Federal law uses the term "pension" for any retirement benefit however paid) at normal retirement age (age 65) and, if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. This statement must be requested in writing and is not required to be given more than once every twelve (12) months. The Plan must provide the statement free of charge.

Prudent action by plan fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your Plan, called “fiduciaries” of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce your rights

If your claim for a pension benefit is denied in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator. If you have a claim for benefits which is finally denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan’s decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in Federal court. If it should happen that Plan fiduciaries misuse the Plan’s money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with your questions

If you have any questions about your Plan, contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at 1-800-998-7542.

Additional information

Plan name and type

Intermountain Health Pension Plan
Defined benefit plan
Plan Sponsor Assigned No. 001
Plan year end: December 31

Retirement Plan Program
5245 South College Drive
Salt Lake City, UT 84123
Telephone no.: 1-801-442-7547 or
1-833-442-7547

Plan Sponsor

Intermountain Health Care, Inc. 5245
South College Drive
Salt Lake City, UT 84123
Employer Identification No: 87-
02699232

Legal process also may be served
on the [Plan trustee](#)
Bank of New York Mellon
Asset Servicing
500 Grant Street Suite 151-0625
Pittsburgh, PA 15258

Adopting employers

IHC Health Services, Inc.
SelectHealth, Inc.

Adopting employers

IHC Health Services, Inc.

Plan Administrator and agent for service of process

IHC Health Services, Inc.

Additional information

Call AskHR at 1-801-442-
7547 or 1-833-442-7547

Questions?

If you have any questions, please call

AskHR at 1-833-442-7547

Monday through Friday, 8 a.m. to 5 p.m.

Mountain Time



APPENDIX A

PRE-1994 FORMULA

Prior to January 2, 1994, the Plan used a benefit formula that took into account your Average Annual Compensation, your Average Annual Compensation in excess of Social Security Covered Compensation, and your years of benefit service:

The age 65 monthly lifetime benefit you had earned under this formula as of December 31, 1993 is calculated as follows:

- An amount equal to 1.2% of your Average Annual Compensation as of December 31, 1993 is added to 0.425% of your Average Annual Compensation as of December 31, 1993 in excess of the Social Security Covered Compensation for 1993.
- The sum calculated in (1) is multiplied by your total years of benefit service as of December 31, 1993 subject to a limit of 35 years.

Your Average Annual Compensation as of December 31, 1993 is the greater of:

- the average of your annual compensation during the period from January 1, 1989 to December 31, 1993, or
- the average of your annual compensation during the five consecutive years out of the last ten years of employment to December 31, 1993 that produces the highest average. (If you have fewer than five consecutive years of employment in the ten years prior to December 31, 1993, then this option is the average of your annual compensation during the five consecutive years of employment, determined by ignoring years in which you received no compensation).

For purposes of determining your annual compensation for this purpose, compensation earned prior to age 21 is disregarded. If you are not credited

with a full Year of Benefit Service for a year in which you worked, then your compensation for that year will be annualized by dividing the compensation earned by the number of Hours of Service for which you were credited and multiplying the result by 2000.

Social Security Covered Compensation for 1993 was \$57,600, the taxable wage base for social security purposes in effect at the beginning of 1993.

Years of Benefit Service and Hours of Service are described in “How Your Service Is Counted.” For purposes of determining your Years of Benefit Service for this calculation, special rules of the Plan related to the crediting of benefit service applicable to the period prior to 1994 will apply.

APPENDIX B

CLAIMS PROCEDURES

Filing a claim

The Plan Administrator will respond to all claims as soon as practicable, but not later than 90 days after receipt of your claim unless the Plan gives written notice before the end of the 90-day period that additional time is required. The notice will explain the special circumstances that require additional time and the expected date of the response. The extension will not be more than an additional 90 days.

If your claim involves benefits on disability, the time for response will be not later than 45 days after receipt of your claim, subject to extension by as many as two additional 30-day periods if necessary due to matters beyond the control of the Plan. If an extension is necessary, the Plan Administrator will notify you in writing or by electronic notice before each extension of the circumstances requiring extension and the date by which the Plan Administrator expects to render a decision. The notice of extension will explain the standards on which entitlement to a benefit is based, the unresolved issues that prevent a decision on the claim and the additional information needed to resolve the issues. If you need to provide additional information, you will be given 45 days. If an extension is necessary to obtain information from you, the extension period may be further extended by the amount of time you take to provide the specified information.

You may have a representative to assist you or to conduct the claim, and review of any denial, for you. The Plan Administrator may require that you notify it in writing about your authorization of a representative. Determinations about your claim will be based on and in accordance with plan documents and will be applied consistently with respect to similarly situated participants and beneficiaries.

The COVID-19 Outbreak Period will be disregarded for purposes of calculating the deadline to file a claim for benefits. The “COVID-19

Outbreak Period” is determined on a person-by-person, deadline-by-deadline basis. The COVID-19 Outbreak Period begins on the later of March 1, 2020 or the deadline by which you must file a benefits claim. The COVID-19 Outbreak Period ends on the earlier of (a) 60 days following the end of the COVID-19 National Emergency (or such other date announced by the federal government in a separate notice); or (b) one year from the date on which the COVID-19 Outbreak Period that applies to you began with respect to the applicable deadline.

The federal government has announced that the COVID-19 Outbreak Period will end for participants in employee benefit plans on July 10, 2023, however, it is possible that this date could change.

Claim denial

If your claim is denied, the Plan Administrator will notify you in writing or by electronic notice. The notice will state the following:

- The specific reasons for the denial.
- Reference to the relevant Plan provisions.
- A description of additional material or information that is needed and an explanation of why the material or information is needed.
- A description of the Plan’s review procedures and your right to bring a civil action under section 502(a) of the Employee Retirement Income Security Act of 1974 (ERISA) if your claim is also denied after review.

If your claim involves benefits upon disability, you will be notified if any internal rule, guideline, protocol or other similar criterion was relied upon in the decision to deny your claim, and that you may have a copy of any such rule, guideline, protocol or other criterion free of charge upon request.

Review of claim denial

If you make a claim and it is denied, you may ask for review by written notice to the Plan Administrator at the address listed above. If your claim is denied, you must request review in writing within 60 days. If you fail to request review of a denied claim within the applicable deadline, you will lose your right to bring action in court. The Intermountain Benefits Administration Committee (the “Committee”) will review the matter and may grant you a hearing, but is not required to.

The following apply in connection with the review:

- You may submit written comments, documents, records and other information.
- Upon your request, you will be provided, without charge, reasonable access to, and copies of, all documents, records and other information relevant to your claim.
- The review will consider all aspects of your claim and all comments, documents, records and other information that you submit, whether or not you raised the issues or submitted such information when your claim was originally considered.

The COVID-19 Outbreak Period (as defined above under “Claim denial”) will be disregarded for purposes of calculating the deadline to file a request for review of a claim denial when it is in effect.

Decision upon review

The decision on review will be made within 60 days after receipt of your request for review in most cases. If there is a hearing or other special reason for delay, you will be so notified in writing by electronic notice within the initial 60-day period and the time limit will be 120 days. The notice of any extension will explain the special circumstances that require additional time and the expected date of the decision upon review. If an extension is necessary to obtain information from you, the extension

period may be further extended by the amount of time you take to provide the information.

If you wish to present a formal claim, put it in writing and send it to:
Scott Olsen
Intermountain Retirement Program
5245 South College Drive
Salt Lake City, UT 84123

The Committee’s decision will be provided in writing or by electronic notice and will be final and bind all parties. An adverse determination will state the following:

- The specific reasons for the determination.
- Reference to relevant Plan provisions.
- A reminder that you are entitled to access to and copies of all documents, records and information relevant to your claim upon request and without charge.
- A reminder that you may bring a civil action under section 502(a) of ERISA.

Limitation on actions

The delivery to you of the decision upon review with respect to your claim for benefits begins the period during which you may bring legal action under ERISA for judicial review of the decision. No legal action may be brought after two years following the date of the delivery of the decision upon review to you. In addition, no civil action (whether a lawsuit, arbitration or otherwise) with respect to a claim for benefits or any other claim relating to the Plan may be started until the claims process and the claims review process of these procedures have been fully completed.