

PENSION APPLICATION GUIDE

INTERMOUNTAIN RETIREMENT PROGRAM



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. Please read through each item on this checklist.

Personal information

Personal email address and phone number

Spousal information

- Social Security number
- Date of birth

Financial information

Rollover account (if choosing a lump sum)

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

Important note: If you elect to rollover your pension to your 401(k) at T. Rowe Price, the address and account number will automatically be generated for you. However, you will need to complete the T. Rowe Price Rollover Form.

Bank account for direct deposit (if choosing a monthly payment or a one-time lump sum payment)

- Name and address of institution
- Routing and account number

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 percent federal tax withholding and then you elect your state tax withholdings. If you don't make a state election, the default is no withholdings.
- If you are age 72 or older, you may be subject to Required Minimums Distributions. Ask your tax consultants for more details.



Important note!

- 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 through the PensionConnect portal/message center. No exceptions.
- 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.



PENSIONCONNECT

HOW TO COMPLETE YOUR ONLINE PENSION APPLICATION

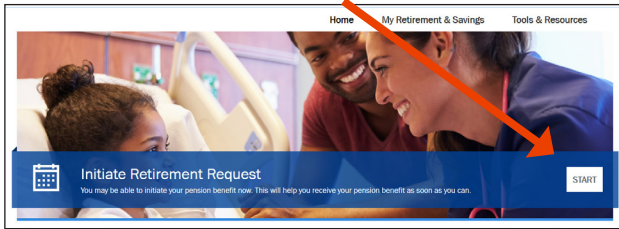
So you're ready to fill out your pension application. Great! The Intermountain Retirement Program has streamlined the retirement process. You will complete everything online via PensionConnect, our comprehensive pension planning tool. Follow the steps below to get started.

PREVIOUSLY EMPLOYED CAREGIVERS



1 GO TO PENSIONCONNECT

- Navigate to <https://intermountain.ehr.com/ESS/>
- Click the START button to initiate your retirement request and start the application process.



2 COMPLETE RETIREMENT PROFILE

- Here you will need to enter the following information:
 - Beneficiary selections
 - Liens (such as a Qualified Domestic Relations Order)
 - Contact information (to avoid delays in processing your application, please provide an email address)

3 CHOOSE PAYMENT OPTION

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

Payment Option	Payment to You	Payment to Your Beneficiary
Single Life Annuity *	\$4,272.06	N/A
10-Year Certain & Life *	\$4,149.88	\$4,149.88
50% Joint & Survivor	\$4,122.54	\$2,061.27
75% Joint & Survivor	\$4,051.62	\$3,038.72

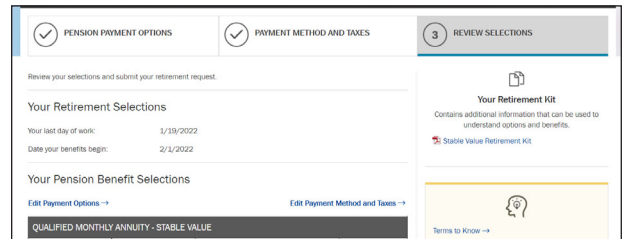
* If you quit from Intermountain Healthcare before you are 65 years but decide to wait to start receiving your pension benefit until you are 65 years old, you will only have the option of a monthly annuity at that point.

4 ENTER PAYMENT METHOD

- Next, enter your direct deposit information and your tax withholding information.

5 REVIEW SELECTIONS

- Take moment to review the selections that you have made. If you want to make any changes, you can go back and do so. Click submit. **If you wish to make changes after your have completed the application, you will need to cancel your request and start a new application.**



6 PRINT CONFIRMATION

- Your pension application has been submitted. If there are any additional forms that we need you to fill out, we will contact you via the PensionConnect Message Center.

PENSION PAYMENT OPTIONS

DECIDING WHICH OPTION IS BEST FOR YOU

○ **What are my payment options?** 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 paid to you or to your financial institution*
- ▶ **Monthly annuity:** monthly payments for life when you retire (see payment options to the right)



○ Which payment option is best?

Compare Options	
Lump Sum Payment	Monthly Payments for Life
You have access to your entire pension benefit all at once.	You have access to only the amount you receive in monthly payments.
You control how the entire pension benefit is invested, and the future investment performance will impact your future amount.	You do not control how the pension assets are invested, but the investment performance will not affect your monthly payment.
You have less financial certainty, because you may exhaust your funds while you still have many years left to live.	You have more financial certainty, because you will receive monthly income for life.
You are responsible for whether money remains for your spouse or beneficiary after your death.	You can provide monthly survivor income for your spouse or beneficiary (if elected).
You can choose to pass any remaining funds on to your heirs.	You cannot pass money to your heirs after your death or the death of your spouse or beneficiary.
You have the power to manage investments and protect the buying power of your benefit from inflation. Note that some investments earn enough to offset inflation and some do not.	You receive a monthly payment from Intermountain that never changes. As inflation affects prices, your payment will buy less.

Monthly annuity payment options

Each of these options provides a monthly pension for as long as you live.

- **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 monthly amount following your death for as long as he/she lives.
- **Life Annuity with a Ten-Year Certain Guarantee:** If you die 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(ies).
- **Qualified Joint and Survivor Annuity with a Ten-Year Certain Guarantee:** You choose whether your surviving spouse receives 50%, 75% or 100% of your monthly amount following your death for as long as he/she lives. If both you and your spouse should die 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(ies).

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 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. 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.**

Health insurance

Previously employed Intermountain Healthcare 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.

Dental Insurance & Vision Benefit

You are eligible to enroll in Intermountain retiree dental insurance that includes a vision benefit option when you retire.

Keep in mind that if you sign up for this insurance, you must keep the coverage for the entire calendar year and 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.

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
- ARAG 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 ARAG. 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.

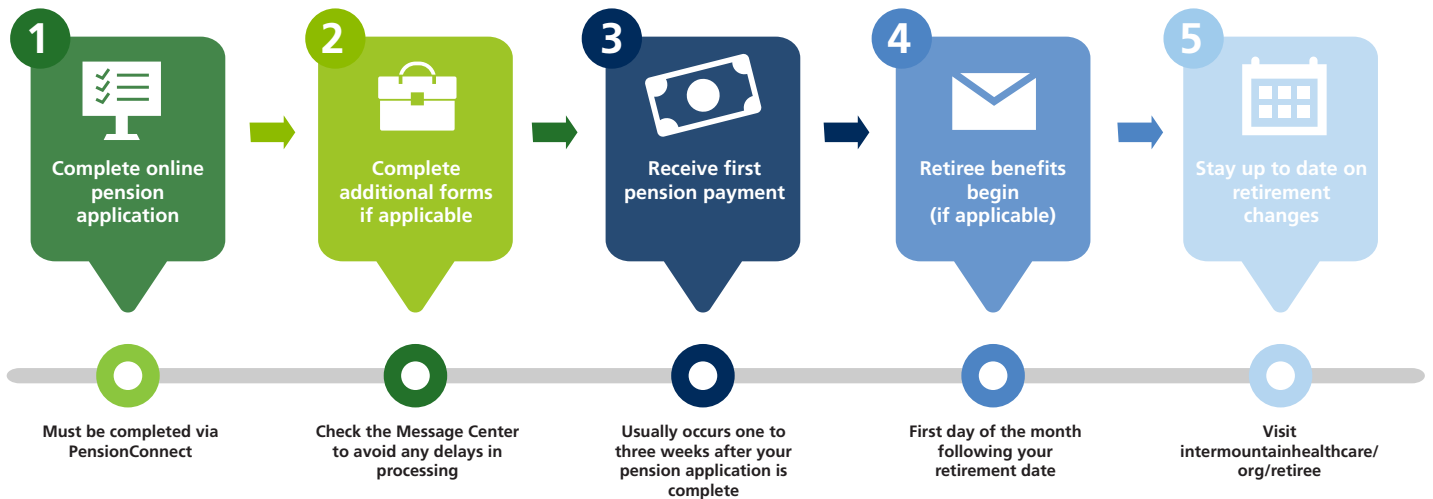


WHEN DO I GET PAID?

AFTER YOU SUBMIT YOUR PENSION APPLICATION ONLINE

Listed below are the steps leading up to receiving your first pension payment. The amount of time it takes for you to receive your first payment varies. 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 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 missing forms that still need to be completed 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 & 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 retire from Intermountain Healthcare, T. Rowe Price will automatically send you a termination kit in the mail. 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 7 a.m. to 6 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](tel:1.801.442.7547) or via email at AskHR@imail.org. 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](tel:1.800.538.5038) or SelectHealth MedAdvantage at [1.855.442.9900](tel: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](tel:1.866.346.5800).
- **Eyemed.** Eyemed is the provider for our retiree vision plan. You can reach them at [1.866.723.0513](tel: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](tel:1.877.480.0097) for more information about your benefit.
- **ARAG.** If you have questions about the legal insurance that is offered to our Intermountain retirees, please call ARAG at [800.247.4184](tel:800.247.4184).
- **Goldenwest Insurance Services.** Goldenwest is our partner for home and auto insurance services. They can be contacted at [888.853.8992](tel: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](tel:1.800.789.2720).

