

## Fidelity® FAQs – Transition to Cleveland Clinic Retirement Program

### **Q: What is taking place?**

A: Caregivers at the locations listed below will be eligible for the Investment Pension Plan (IPP), which is fully funded by employer contributions. In addition, current retirement savings plans for these caregivers are merging into a new retirement savings plan at Fidelity Investments. This transition will align with the features of the Cleveland Clinic Retirement Program. These changes will begin on Jan. 1, 2024.

These changes do NOT affect caregivers already participating in the Cleveland Clinic Savings and Investment Plan.

These changes will align the retirement plans at the following U.S. locations with the Cleveland Clinic Retirement Program:

- Cleveland Clinic Akron General 401(k) and 403(b) Plans
- Cleveland Clinic Indian River Hospital 403(b) Plan
- Vero Radiology Associates 401(k) Plan
- Cleveland Clinic Martin Health 401(k) and 403(b) Plans
- Cleveland Clinic Mercy Hospital 401(k) Plan
- Cleveland Clinic Union Hospital 403(b) and MPRP Plans

### **Q: Are there other locations or retirement plans being aligned with the Cleveland Clinic Retirement Program?**

A: No. If you do not see your location with the impacted retirement plan listed above, your location is currently aligned with the Cleveland Clinic Retirement Program.

### **Q: Who in the above-mentioned plans will be impacted by this transition to the Cleveland Clinic Retirement Program?**

A: The following participants are impacted:

- All actively employed participants who are not in a collective bargaining agreement;
- All inactive participants with a balance remaining in one of the above-mentioned retirement plans; and
- Any former participant with a balance will transition into the Cleveland Clinic Retirement Program.

### **Q: Why is Cleveland Clinic making these changes?**

A: We are extending the Investment Pension Plan (IPP) to caregivers and aligning 401(k) and 403(b) retirement plans at all U.S. locations to ensure our caregivers\* have access to the same comprehensive offerings, regardless of where they work. This is part of our larger, ongoing effort to standardize the My Pay + Benefits package we offer non-bargaining caregivers.

*\*Note: Bargaining caregivers should refer to their collective bargaining agreement for terms and conditions for their retirement programs.*

### **Q: What are some key features offered in the Cleveland Clinic Retirement Program?**

A: Here are some key highlights of the Cleveland Clinic Retirement Program:

- The Investment Pension Plan (IPP) is funded by employer contributions only. The amount of employer contribution to this plan, between 2.5%-5.5%, depends on your actively employed years of service with Cleveland Clinic. Whichever date is the later —

joining Cleveland Clinic or your hire date with Cleveland Clinic — is used for the contribution percentage.

- The 403(b) or 401(k) match formula is \$0.50 for every \$1.00 you contribute, up to a maximum match of 3% of covered salary (in any pay period) on pre-tax and Roth contributions only.
- The following savings options will be available: pre-tax, Roth and after-tax contributions, along with Roth In-Plan Conversion.
- Caregivers will receive enhanced vesting crediting for employer contributions. The “enhanced vesting crediting” refers to the fact that vesting will be elapsed time rather than hours based starting Jan. 1, 2024.
- PRN/Per Diem caregivers will now be eligible for the match and IPP contributions.
- New hires will be immediately eligible for the match and IPP contributions.

**Q: Why does the service under the IPP plan not count all of my years of service with my employer?**

A: The point at which your employer became a Cleveland Clinic entity is when service starts under this plan. Depending on the caregiver’s employment history, they may have additional questions about their unique situation. Please direct caregivers to email [RetirementProgram@ccf.org](mailto:RetirementProgram@ccf.org) for any service-related questions they may have.

**Q: When will these changes happen?**

A: The timeline for the changes is as follows:

- Dec. 22, 2023, by 4 p.m. EST: Blackout Period Begins. This is the last day to make any changes to your current account(s) before the blackout period begins.
- Jan. 4, 2024, at 4 p.m. EST: Current retirement plan account balances transfer to your new Cleveland Clinic Retirement Plan(s).
- Jan. 5, 2024, at 4 p.m. EST: Blackout Period Ends. You have full access to your new account(s) to view and make deferral, investment or distribution changes that were frozen during the blackout period.

**Q: What action do I need to do?**

A: It is likely no action from you is required as a result of this transition, but we recommend you review your beneficiary information\* for all your plans to ensure the information is current. Please visit the transition website at [www.myfidelitysite.com/clevelandclinic](http://www.myfidelitysite.com/clevelandclinic) for more details or call 888.388.2247 to speak with a Fidelity representative.

\* Please note all Martin Health 403(b) participants will need to update their beneficiary information.

**Q: How will I know more about this change?**

A: You will receive several communications announcing this change, including the following:

- Week of Nov. 20, 2023: Impacted caregivers will receive important communications from Fidelity regarding the transition.
- December 2023/January 2024: Fidelity will offer programming and resources to encourage caregivers to learn about these significant changes and get answers to their questions from Fidelity Workplace Financial Consultants.

**Q: When will I see my first match and IPP contributions?**

A: These two contributions will be invested into your two plan accounts every pay period. Your first match and IPP contributions will be invested into your two plan accounts after your first 2024 paycheck.

**Q: What if I am no longer working and still have a balance in one of the plans mentioned above?**

A: Your plan balance will transfer to the new plan, including beneficiaries and selection of investments. You have similar distribution flexibility under the new plan, so nothing more is changing for you.

**Q: What if I am in a collective bargaining unit?**

A: Refer to your collective bargaining agreement for terms and conditions for your retirement benefits. The changes communicated for January 2024 primarily impact non-bargaining caregivers.

**Q: I transferred from this company and no longer work there. Why did I receive this?**

A: If you are no longer an active Cleveland Clinic caregiver and still have a balance in the plan, your balance will transfer to the new plan.

**Q: Union Hospital – I have a balance in the frozen Union Hospital MPRP Plan. What will happen to this plan?**

A: Your balance in the MPRP will transfer to the CC IPP, including beneficiaries and investments.

**Q: What should I do if I want to learn more about these changes?**

A: For questions about the changes, please visit [www.myfidelitysite.com/clevelandclinic](http://www.myfidelitysite.com/clevelandclinic) or call 888.388.2247 to speak with a Fidelity representative. Fidelity will host a series of *Ask Fidelity Virtual Workshops*. These are short 15-minute sessions led by Fidelity Workplace Financial Consultants to answer questions. Emails will be sent in the upcoming months with dates and registration details.

Caregivers can also schedule an in-person, phone, or virtual complimentary one-on-one consultation with a Fidelity Workplace Financial Consultant. Fidelity Consultants can answer questions about these changes. Additionally, Fidelity Consultants are experienced in helping caregivers plan for their future by assisting with everything from basic budgeting to complex financial situations. Caregivers can schedule an appointment by calling **888.388.2247** or visiting [www.fidelity.com/schedule](http://www.fidelity.com/schedule).

**Q: Are residents/fellows at these entities included in the changes?**

A: Resident/fellows will receive the match under the new plan, but they are not eligible for the IPP.

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