



## Important Information Regarding Your 403(b) Retirement Savings Plan

### **Notice of Universal Availability under the Retirement Savings Plan For Employees of West Penn Allegheny Health System (the “403(b) Plan”)**

#### **Eligibility**

All employees of the Allegheny Health Network who are not eligible to participate in the AHN 401(k) Plan (including eligible Union employees and certain Union employees who have elected to continue earning grandfathered final average pay benefits under the Retirement Plan for Eligible Employees of West Penn Allegheny Health System) are eligible to participate in the 403(b) Plan during 2024.

#### **Contributions**

All employee contributions are withheld on a pre-tax or roth basis.

#### **Annual Contribution Limits**

Annual contributions to the 403(b) Plan are limited, per IRS and plan rules, to the lesser of 80% of your actual compensation or the IRS limits. Limits change every year and are set by the IRS. The IRS limits for 2023 are listed below.

Plan	Year	Basic Elective Contribution Limit	Age 50+ Catch-Up Contribution <sup>(1)</sup>	Total Contribution Limit
403(b)	2024	\$23,000	\$7,500	\$30,500

**(1)** Participants who will turn 50 by 12/31/2024 are eligible for the additional (\$7,500) catch-up contribution.

#### **Enrollment and Modification to an Elective Deferral**

You are able to start, increase, and decrease and/or stop your contribution at any time, subject to the Plan's policies. To enroll or make any changes to your payroll contribution under the 403(b) Plan, an employee can log onto HR Services for instructions, choose the drop-down menu under “HR Topics” at the top of the page and then choose 403B. Under the “I need to...” section choose “Enroll or make changes in the 403b Retirement Savings Plan.”

#### **Approved Vendor**

The approved vendor for the 403(b) Plan is Alight. You can contact Alight via Highmark Health Retirement Service Center at 1-833-964-3015 or by logging onto the website at [www.upointhr.com/highmarkhealth](http://www.upointhr.com/highmarkhealth).

**More Information**

Additional information about the 403(b) Plan can be found on HR Services under HR Topics (again, as described above).

**Disclosure to Employees**

Allegheny Health Network (WPAHS as the Plan Sponsor) has no liability for any employee's election to participate in the 403(b) Plan, choice of vendor(s) or expected tax consequences resulting from participation. AHN does not provide tax, legal or investment advice and recommends that employees seek advice from professionals who specialize in these areas.

The information contained herein has been provided by Allegheny Health Network and is solely the responsibility of Allegheny Health Network.