UW Health

University of Wisconsin
Medical Foundation, Inc.
Employee's 401(k)
Profit Sharing Plan

Workplace Education Series

GET STARTED
AND SAVE FOR THE FUTURE YOU

Fidelity INVESTMENTS

AGENDA

ENROLLING

- Why save in your workplace plan?
- How to choose investments?

CONTRIBUTING

- How much should you save?
- How do I reach my goal?

NEXT STEPS

- How can Fidelity help?

ENROLLING

WHY SAVE IN **YOUR WORKPLACE PLAN?**

Your workplace savings plan is hard to beat

1
Ease and convenience

2
Investment choices

3
Tax deferral

4
Compounded growth potential

ENROLLING

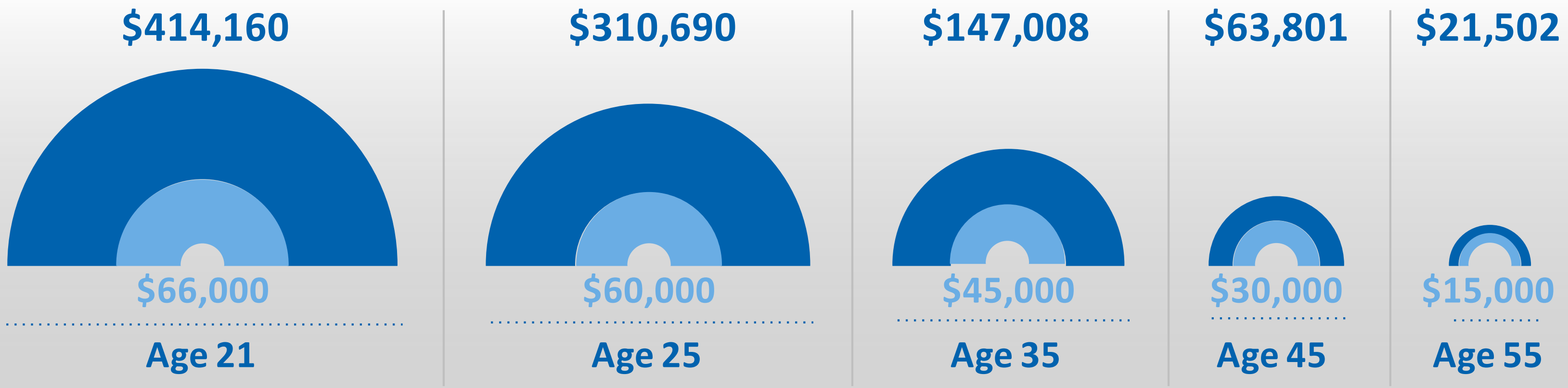
Why save in your workplace plan?

How your money can grow

Participant contribution

Participant contribution with benefit of tax-deferred growth

Potential account balance at age 65 if participant invested $125/month starting at various ages:



This hypothetical example assumes a beginning plan account balance of $0; pre-tax contributions of $125.00 every month beginning at the age shown above until age 65 and an effective annual rate of return of 7%. The ending values do not reflect taxes, fees or inflation. If they did, amounts would be lower. Earnings and pre-tax contributions are subject to taxes when withdrawn. Distributions before age 59 1/2 may also be subject to a 10% penalty. Contribution amounts are subject to IRS and Plan limits. This example is for illustrative purposes only and does not represent the performance of any security. Individuals may earn more or less than this example. Investing on a regular basis does not ensure a profit or guarantee against a loss in a declining market.

PLAN
DETAILS

Plan Features

Eligibility Requirements	All Contributions	You can enroll in the plan if you are age 18 or older the first of the month after completing one month of service with UWMF.
Enrollment	All Contributions	If you have not enrolled in the Plan by the first of the month after completing one month of service, you will be automatically enrolled in the 401(k) Plan at a contribution rate of 6% of your pre-tax eligible compensation and invested in an age-appropriate Target Date Fund.
Contributions	Employee Contributions **IRS Limits** **2019 $19,000** (your contributions to a Roth 401(k) and traditional pretax 401(k) cannot exceed IRS limits) **Catch-up limit** **2019 $6,000**	Through automatic payroll deduction, you can direct contributions into a pretax account as long as in total they do not exceed 50% of your eligible pay, up to the annual IRS dollar limit. You can change your contribution percentage anytime by contacting Fidelity. The Plan offers a Roth 401(k) option which allows you to contribute after-tax dollars and then withdraw tax-free dollars from your account when you retire (provided certain qualifications are met).* If you will reach age 50 or older for the calendar year January 1 to December 31, and are making the maximum 401(k) Plan or IRS pre-tax contribution, you may make an additional "catch-up" contribution.
	Profit Sharing	Eligible employees are automatically enrolled in UWMF's profit sharing plan the first of the month following one year of employment and the completion of 1,000 hours of service during that year. UWMF makes a guaranteed annual contribution of 8% of your gross annual wages, and will also contribute an additional discretionary profit sharing of 0-2% of your gross compensation for a total of 8-10%.

*A distribution from a Roth 401(k) is tax free and penalty free, provided the five-year aging requirement has been satisfied and one of the following conditions is met: age 59½, disability, or death

This workshop only provides a summary of the main features of the Plan, and the Plan document will govern in the event of any discrepancies.

Plan Features

Annual Increase Program	Employee Contributions	You will be enrolled in the UWMF Employee's 401(k) Profit Sharing Plan Annual Increase Program. Your contributions will automatically increase each year by 1% beginning on October 1, unless you elect otherwise. This automatic increase will apply each year until you are deferring 10% of your compensation.
Vesting	Employee Contributions	You are always 100% vested in your own contributions as well as any earnings on them.
	Profit Sharing Contributions	UWMF contributions and any earnings thereon, vest according to the following schedule: • 0% up to 3 years of continuous service • 100% after 3 years of continuous service • You will be credited with a year of service if you work 1,000 hours within a calendar year

This workshop only provides a summary of the main features of the Plan, and the Plan document will govern in the event of any discrepancies.

Plan Features

Rollovers	You can consolidate account assets from a prior employer plan into your University of Wisconsin Medical Foundation, Inc. Employee's 401(k) Profit Sharing Plan. For details and assistance, please contact the Fidelity Retirement Benefits Line at 1-800-343-0860 Monday through Friday from 8:00 a.m. to midnight Eastern time.
Withdrawals	Withdrawals from the Plan are generally permitted when you terminate your employment, retire, reach age 59½, become permanently disabled, have severe financial hardship, as defined by your plan.
Account Access	You can access your account online through Fidelity NetBenefits® at **www.netbenefits.com/uwmf401k** or call the Fidelity Retirement Benefits Line at **1-800-343-0860** to speak with a representative or use the automated voice response system, virtually 24 hours, 7 days a week.
Education and Retirement Planning Help	The Plan offers free education and retirement planning help for your account. To set up a confidential consultation, you may call Fidelity's reservation line at **1-800-603-4015** or go online to **getguidance.fidelity.com**.
Loans	Although your Plan account is intended for the future, you may borrow from your account for any reason. Generally, the Plan allows you to borrow up to 50% of your vested account balance. The minimum loan amount is $1,000, and a loan must not exceed $50,000.

This workshop only provides a summary of the main features of the Plan, and the Plan document will govern in the event of any discrepancies.

Roth 401(k) Option - An additional way to save in your plan

- Unlike a traditional pretax 401(k), the Roth 401(k) allows you to contribute after-tax dollars and then withdraw tax-free dollars from your account when you retire.*
- Just as with a traditional pretax 401(k):
  - You elect how much of your salary you wish to contribute.
  - Your contributions to a Roth 401(k) and traditional pretax 401(k) cannot exceed IRS limits.
  - Your contribution is based on your eligible compensation.
- Unlike a traditional pretax 401(k), the Roth 401(k) allows you to withdraw your money tax free when you retire.* But it will also require you to make after-tax contributions now.

*In the event of either retirement or termination, your earnings can be withdrawn tax free as long as it has been five tax years since your first Roth 401(k) contribution and you are at least 59½ years old. In the event of death, beneficiaries may be able to receive distributions tax free if the deceased started making Roth contributions more than five tax years prior to the distribution. In the event of disability, your earnings can be withdrawn tax free if it has been five tax years from your first Roth 401(k) contribution.

Roth 401(k) Option – Things to remember

- Because Roth contributions are under the same IRS limits as pretax contributions to your plan, each dollar of a Roth contribution reduces the amount that can be contributed pretax (and vice versa).
- Your take-home pay will be less than it would be if you made an equivalent traditional pretax 401(k) contribution, because income taxes must be currently withheld and paid on after-tax Roth 401(k) contributions.

Sally's story		
Sally earns $40,000 annually and has elected to put 6% in her Roth 401(k) and 6% in her traditional pretax 401(k) each month.		
	Roth 401(k)†	Traditional Pretax 401(k)†
Sally's monthly contribution into each account	$200	$200
Sally's reduction in take-home pay is different	$200	$156

†This hypothetical example is based solely on an assumed federal income tax rate of 22%. No other payroll deductions are taken into account. Your own results will be based on your individual tax situation.

Investment Options

Money Market (or Short Term)
- Dreyfus Treasury Securities Cash Management Institutional Shares

Managed Income (or Stable Value)
- PIMCO Stable Income Fund - Class IV

Bond

Diversified
- DoubleLine Core Fixed Income Fund Class I
- Fidelity® U.S. Bond Index Fund

Inflation-Protected
- Fidelity® Inflation-Protected Bond Index Fund

Balanced/Hybrid
- Dodge & Cox Balanced Fund
- PIMCO Inflation Response Multi-Asset Fund Institutional

Domestic Equities

Large Blend
- Fidelity® 500 Index Fund

Mid Blend
- Fidelity® Mid Cap Index Fund

Small Blend
- Fidelity® Small Cap Index Fund

Large Growth
- Fidelity® Contrafund® Commingled Pool

International / Global Equity

Diversified
- Dodge & Cox International Stock Fund
- Fidelity® International Index Fund

Emerging Markets
- Fidelity® Emerging Markets Index Fund

Target Date Funds

Fund Name
Vanguard Target Retirement Income Trust II
Vanguard Target Retirement 2015 Trust II
Vanguard Target Retirement 2020 Trust II
Vanguard Target Retirement 2025 Trust II
Vanguard Target Retirement 2030 Trust II
Vanguard Target Retirement 2035 Trust II
Vanguard Target Retirement 2040 Trust II
Vanguard Target Retirement 2045 Trust II
Vanguard Target Retirement 2050 Trust II
Vanguard Target Retirement 2055 Trust II
Vanguard Target Retirement 2060 Trust II
Vanguard Target Retirement 2065 Trust II

The target date investments are designed for investors expecting to retire around the year indicated in each fund's name. The investments are managed to gradually become more conservative over time as they approach the target date. The investment risk of each target date investment changes over time as its asset allocation changes. The investments are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after the target dates.

Fidelity BrokerageLink®

- Combines the convenience of your workplace savings plan with the additional flexibility of a brokerage account.
- Gives you expanded investment choices from which to invest your retirement contributions.
- However, if you do not feel comfortable managing a portfolio beyond those offered through your plan's standard investment options, then a self-directed brokerage account may not be right for you.
- Additional fees apply to a brokerage account; please refer to the fact sheet and commission schedule for a complete listing of brokerage fees.
- The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink®.
- Remember, it is always your responsibility to ensure that the options you select are consistent with your particular situation, including your goals, time horizon, and risk tolerance.

Fidelity® Personalized Planning & Advice at Work

Disciplined Model Portfolio Construction	Exhaustive Research Process	Ongoing Investment Management

- Active research, analysis, and management
- Comprehensive investment communications
- Knowledgeable investment team making sure your workplace savings account stays aligned with your goals

Fidelity® Personalized Planning & Advice at Work is a service of Fidelity Personal and Workplace Advisors LLC and Strategic Advisers LLC. Both are registered investment advisers and Fidelity Investments companies and may be referred to as "Fidelity," "we," or "our" within. For more information, refer to the Terms and Conditions of the Program. When used herein, Fidelity Personalized Planning & Advice refers exclusively to Fidelity Personalized Planning & Advice at Work. This service provides advisory services for a fee.

HOW TO CHOOSE INVESTMENTS?

What you should consider

Choosing investments + Time + Confidence

Do it myself

or

Professional investment help

An approach for every type of investor

Do it myself

- Let us guide you

or

Professional investment help

- Managed account
- Single-fund solution

Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.

An approach for every type of investor

Do it myself

- Let us guide you

Access Fidelity's research, resources, and tools to build your own portfolio

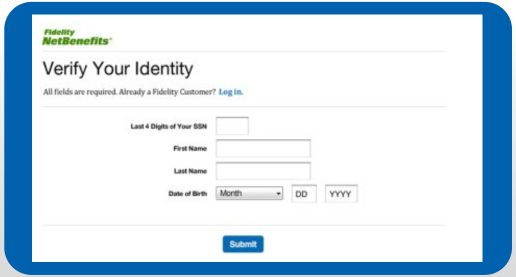
Monitor and adjust your investment strategy as you see fit

EasyEnroll today

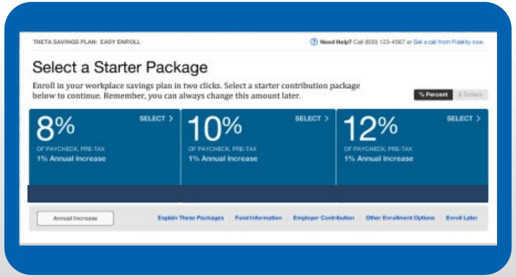
Visit: **NetBenefits.com/easy**

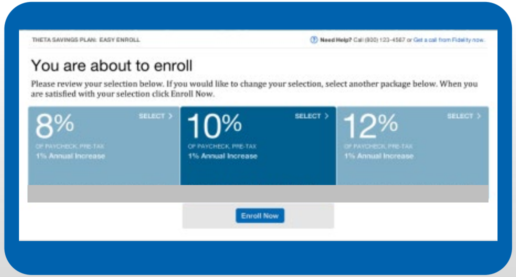
Enroll: **60 seconds | 3 easy steps**

Enrollment Devices



Screenshots are for illustrative purposes only.





1

Get in

2

Choose a package

3

Confirm

HOW MUCH
SHOULD YOU SAVE?

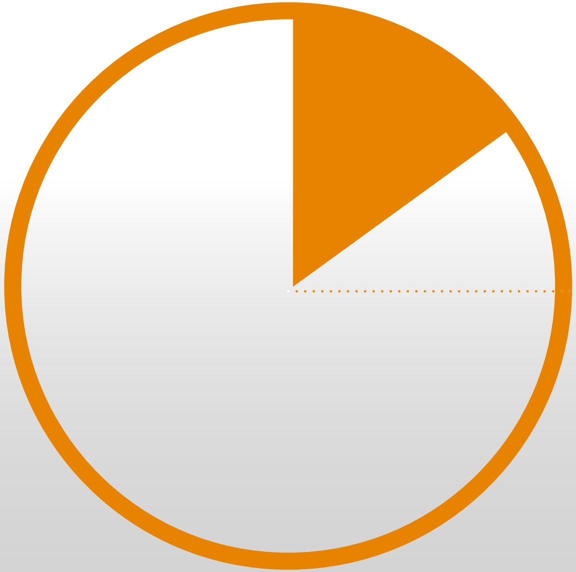
Retirement today

Live longer, retire earlier

Fewer workers count on pension

Social Security uncertain

How much should you save?



15%

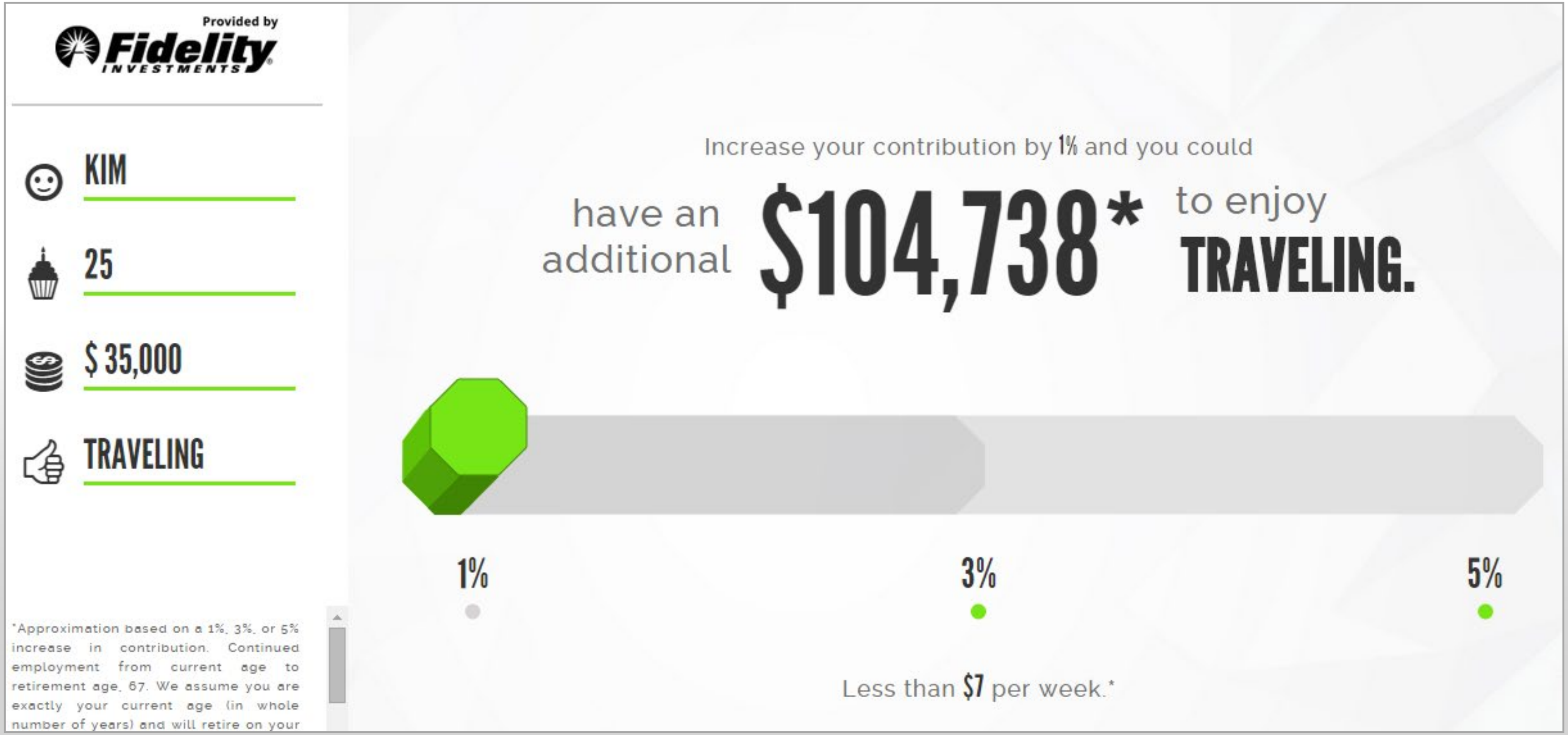
Maximize contributions

Catch-up contributions

Ease of payroll deduction

CONTRIBUTING

How much should you save?



Screenshot is for illustrative purposes.

*Approximation based on a 1%, 3%, or 5% increase in contribution. Continued employment from current age to retirement age, 67. We assume you are exactly your current age (in whole number of years) and will retire on your birthday at your retirement age. Number of years of savings equals retirement age minus current age. Nominal investment growth rate is assumed to be 5.5%. Hypothetical nominal salary growth rate is assumed to be 4% (2.5% inflation + 1.5% real salary growth rate). All accumulated retirement savings amounts are shown in future (nominal) dollars. Your own plan account may earn more or less than this example and income taxes will be due when you withdraw from your account. Investing in this manner does not ensure a profit or guarantee against a loss in declining markets.

HOW DO I **REACH MY GOAL?**

CONTRIBUTING

How do I reach my goal?

How your contribution can grow over time

Annual Increase Program

Age: **25**

Salary: **$40,000**

Starting balance: **$50,000**

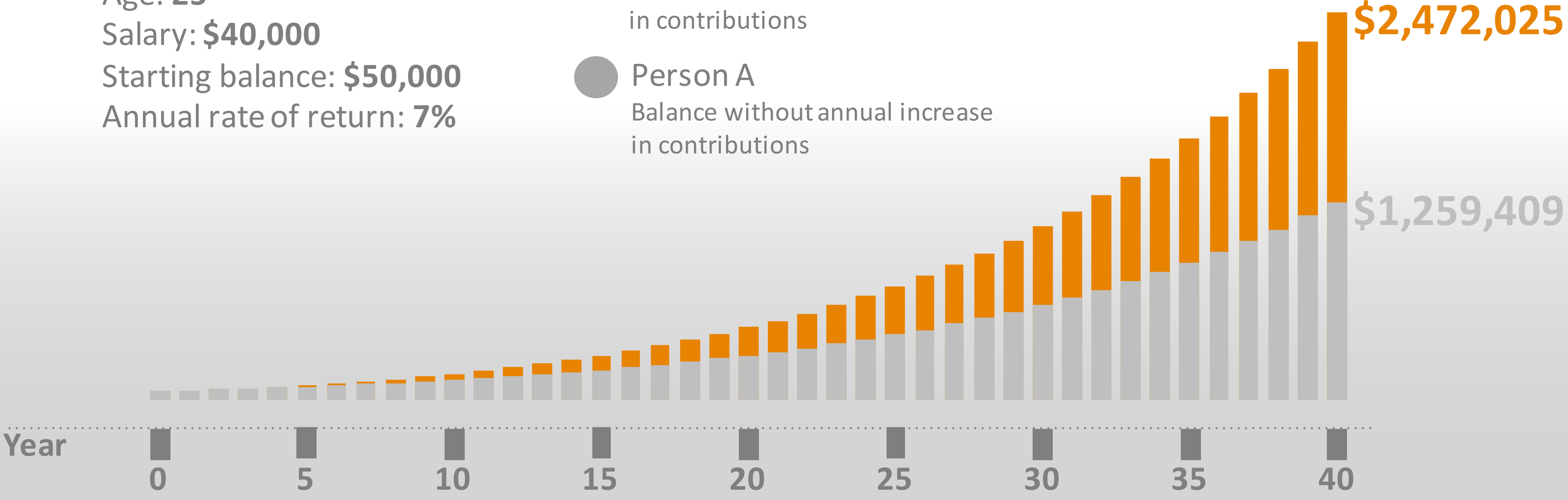
Annual rate of return: **7%**

Person B

Balance with annual increase in contributions

Person A

Balance without annual increase in contributions



This is a hypothetical example. Assumptions: Person A and Person B are both 25 years old. Person A contributed 3%/year until age 65. Person B increased contributions 1%/yr for 10 years, then stayed at 13% contributions until age 65. Both earn $40,000 per year and start with an account balance of $50,000. This hypothetical example uses a 4% annual salary increase and is based on monthly contributions made at the beginning of the month to a tax-deferred retirement plan and a 7% annual rate of return compounded monthly. Your own plan account may earn more or less than this example, and income taxes will be due when you withdraw from the account. Investing in this manner does not ensure a profit or guarantee against loss in declining markets. Past performance is no guarantee of future results.

Find a better way to pay off Student Debt

The **Fidelity Student Debt Tool** can help you take control of your loans and find a monthly payment that works for you.

Upload your loans in a few steps

See how different repayment plans could affect your loan picture

Compare your options and find a better way to pay your loans

Start today!

fidelity.com/StudentDebt

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HOW CAN
FIDELITY HELP?

Make saving a priority

Enroll in
your plan

Set your saving
contribution rate

Choose your
investments

Put it into action

Download the NetBenefits® Mobile App

Check out additional resources on NetBenefits®

Contact a Fidelity Representative 800-343-0860

How to balance your financial needs today with saving for tomorrow

1 Attend an on-demand workshop

2 Visit NetBenefits

Screenshots are for illustrative purposes only.

We will work 1-on-1 with you to provide:

Plan information

Investment education

Next steps

Call **800-603-4015** for a consultation today!

investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

This information is intended to be educational and is not tailored to the investment needs of any specific investor.

Investing involves risk, including risk of loss.

Stock markets are volatile and can fluctuate significantly in response to company, industry, political, regulatory, market, or economic developments. Investing in stock involves risks, including the loss of principal.

In general, the bond market is volatile, and fixed income securities carry interest rate risk. (As interest rates rise, bond prices usually fall, and vice versa. This effect is usually more pronounced for longer-term securities). Fixed income securities also carry inflation risk, liquidity risk, call risk and credit and default risks for both issuers and counterparties. Lower-quality fixed income securities involve greater risk of default or price changes due to potential changes in the credit quality of the issuer. Foreign investments involve greater risks than U.S. investments, and can decline significantly in response to adverse issuer, political, regulatory, market, and economic risks. Any fixed-income security sold or redeemed prior to maturity may be subject to loss.

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