



# 2024 BENEFITS SUPPLEMENTAL GUIDE

## PHYSICIANS

This supplemental guide provides a brief overview of the benefits offered, and is not intended to be a comprehensive source of plan details. For additional information, please refer to the Summary Plan Description, or to the terms of your agreement, for each specific benefit program. Visit [www.hrservices.highmarkhealth.org](http://www.hrservices.highmarkhealth.org) for more information about your benefits!

### LONG-TERM DISABILITY (EMPLOYER PAID)

Your benefit is different than the description in the general decision guide. Your employer-paid benefit is as follows:

|                         |   |
|-------------------------|---|
| Benefit                 | 60% base earnings   |
| Benefit Monthly Maximum | \$25,000  |
| Elimination Period      | 180 days or the end of the Employee’s Short Term Disability Maximum Benefit Period, whichever is later. |
| Duration                | Based upon disability & occupation; may be payable to age 65  |

*All other Health & Welfare benefits are the same as those listed in the 2023 AHN Total Rewards Guide.*

### SUMMARY OF PAID TIME OFF (PTO) PROGRAMS

Maintaining an appropriate work-life balance is important because providing health care and serving patients places demands on each of us. It’s important to take time away from work for yourself and your family. Please refer to the terms of your contract for specific information.

### SUMMARY OF RETIREMENT PROGRAMS

Allegheny Health Network (AHN) is committed to partnering with you in saving for your retirement. To advance this partnership, we offer a comprehensive retirement benefit program.

#### ALLEGHENY HEALTH NETWORK 401(k) PLAN

As part of your total compensation, the Company will contribute to your retirement savings in two ways: with matching contributions, **plus** an annual employer contribution to the AHN 401(k) Plan. **Contributions are made only on earnings up to the annual compensation limit as established by the IRS (\$345,000 in 2024). All employee contributions to the 401(k) plan will cease once your compensation for the year reaches \$345,000.**

For calendar year 2023, the maximum amount you can contribute to the 401(k) Plan is 75% of pay or \$23,000 per year, whichever is less. In addition, if you will be age 50 or older on 12/31/2024 you can contribute an additional \$7,500 for a total contribution of \$30,500 to the Retirement Savings Plan.

## SAVE MORE, GET MORE

When you make contributions to the AHN 401(k) Plan, your account will automatically be credited with matching employer contributions. The matching contributions and yearly accumulation will be shown on your paycheck.

For every \$1 you contribute, your employer will also contribute \$1, for the first 4% of your eligible pay. In other words, you can get **free money** just by contributing up to 4% of your eligible pay every year.

**REMEMBER:** You are always 100% vested in the employer's matching contributions as well as your own contributions.

## AN ADDED SAVINGS BOOST

You will receive this annual contribution after the end of the plan year as long as:

- You are eligible for the AHN 401(k) Plan;
- You earn at least 1,000 hours during the plan year; and
- You are employed on Dec. 31 of the plan year (or terminate employment during the plan year due to death, disability or retirement).

This annual 1% employer contribution will generally vest after three years of service. You will receive this annual 1% employer contribution even if you do not make contributions to the AHN 401(k) Plan.

## ELIGIBILITY

Generally, if you satisfy the following eligibility requirements, you will begin participating in the AHN 401(k) Plan

- You are an employee of one of the AHN hospitals;
- You are at least 21 years old; and
- You have completed 30 days of continuous employment with AHN or any affiliate.

## ENROLLMENT

To help make saving for your retirement easier, we will take care of the paperwork and enroll you in the AHN 401(k) Plan at a 4% pre-tax contribution rate once you meet the eligibility requirements of the Plan. However, you can change this contribution rate or opt out of the plan altogether at any time.

## ALIGHT SOLUTIONS – OUR PLAN ADMINISTRATOR

Alight is the recordkeeper for this plan.

You will have access to online tools and services that can help you:

- Review and change your contribution election anytime.
- Protect what's important by designating beneficiaries.
- Set smart goals and identify ways you can meet those goals.
- Review and change your investments anytime.

You can access your account a number of ways:

- Visit the Upoint site at <http://upointhr.com/highmarkhealth>
- Logon to, [www.hrservices.highmarkhealth.org](http://www.hrservices.highmarkhealth.org), then click **Shortcuts** and **Retirement Services – Alight**
- Call the Highmark Health Retirement Service Center at **1-833-964-3015** between 8 a.m. and 8 p.m. Eastern Time, Monday through Friday to check your balance, manage your account, initiate transactions and more.

## ALLEGHENY HEALTH NETWORK PHYSICIAN 457(b) PLAN

The Allegheny Health Network Physician 457(b) Deferred Compensation Plan, also referred to as the AHN 457(b) Plan, offers eligible physicians a vehicle to defer compensation to a non-qualified retirement plan. The AHN 457(b) Plan is administered by Alight Solutions.

### ELIGIBILITY

You are eligible to enroll in the AHN 457(b) Plan if you are employed as a physician within Allegheny Health Network. Enrollment is completed annually, generally in November and December. You will receive more information about enrolling in the plan before the next open enrollment period.

***Elected deferrals will begin in the paycheck after you exceed the 2024; annual earnings limit as established by the IRS (\$345,000 in 2024). If your eligible wages do not exceed the limit, even if you have filed a deferral election, you will not have any deferrals in that plan year.***

### ADDITIONAL INFORMATION ABOUT THE PLAN

- Contributions are deducted from your paycheck before income taxes each pay period. Amounts deferred are not subject to federal, and in most cases state, income tax until distributed; however, FICA taxes will be withheld at the time of deferral (each pay period).
- The AHN 457(b) Plan has its own limit on contributions separate from the limits imposed on the AHN 401(k) plan.
- You are always 100% vested in your contributions (including any earnings). Gains and/or losses on your investments may impact your vested balance.
- Unlike the 401(k), the AHN 457(b) Plan is a non-qualified plan. In other words, the AHN 457(b) Plan is a plan that falls outside of most ERISA guidelines. Plan assets are held in a trust, but you will not have any direct ownership in assets of the trust. As required by law, if your employer becomes insolvent or files for bankruptcy, the trust may be subject to the claims of the employer's creditors.
- No employer contributions are made to your AHN 457(b) plan account.

Access your account a number of ways:

- Visit the Upoint site at <http://upointhr.com/highmarkhealth>
- Logon to, [www.hrservices.highmarkhealth.org](http://www.hrservices.highmarkhealth.org), then click **Shortcuts** and **Retirement Services – Alight**
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