



## **EL CAMINO HOSPITAL CASH BALANCE PLAN**

### **FREQUENTLY ASKED QUESTIONS**

- **What is the Cash Balance Plan?**

The Cash Balance Plan is a hospital-funded retirement plan. Eligible employees receive a contribution from the hospital equal to 5% of their plan compensation (up to the IRS maximum which is \$17,250 for 2024) when they work 1,000 hours or more in the payroll calendar year. The contributions are vested after three (3) pension years. When you retire, die, or terminate employment, you (or your beneficiary if you are deceased) may choose to receive benefits as an annuity or a lump sum.

- **Who contributes to this plan?**

Contributions to this plan are made by El Camino Hospital. Employees cannot contribute to this plan.

- **Is the Cash Balance Plan different than the 403(b) Retirement Plan?**

Yes. The Cash Balance Plan is described above. The 403(b) Retirement Plan is a *voluntary* retirement plan. If you contribute to the 403(b) Plan and are eligible, you will receive a match from the hospital. For the 2024 plan year, the match is up to 4%, 5%, 6% or 7% of plan compensation based on your benefit years of service. You must work 1,000 hours or more in a payroll calendar year and be employed on the last day of the plan year to receive the hospital 403(b) match.

- **Does the Cash Balance Plan include my 403(b) contributions?**

No. The amount you contribute to the 403(b) Retirement Plan is separate from the Cash Balance Plan and is reflected on your quarterly statement from Fidelity. Effective January 1, 2009 the match is deposited to your 403(b) account with Fidelity. For information about your 403(b) account, contact Fidelity at 1-800-343-0860 or online at [www.fidelity.com/atwork](http://www.fidelity.com/atwork).

- **What does vesting mean?**

Vesting is the amount of money you can take with you for your retirement when you leave the hospital. You are 100% vested in the Cash Balance Plan when you have three (3) pension years. A pension year is any payroll calendar year you work 1,000 hours or more.

- **How is the money in the plan invested?**

The investments are managed by a professional investment management company. Employees take no investment risk and receive interest based on the 10-year treasury rate (1.58% for 2022, 3.98% for 2023, and 4.8% for 2024).

- **Where can I get more information on the Cash Balance Plan?**

You may access the Cash Balance Plan modeler online from work or home at:

<https://elcamino.bdigitalsuite.com/>

The Retirement Plan Guide explains the Cash Balance and 403(b) plans and is located in the Modeler in the Links & Documents under the Plan Information section.

- **How do I add a beneficiary or change my beneficiaries?**

You may go into the Modeler to update your beneficiaries or call the El Camino Hospital Retirement Service Center at 1-855-890-5736 Monday through Friday between the hours of 6:00 AM and 5:00 PM.



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### **SEPARATION PAYOUT FAQs**

**1. Can I leave my Cash Balance account in the Plan?**

Yes. You are able to leave it in the Plan up until age 65. At age 65 you must choose to receive a monthly annuity, make a rollover, or receive a distribution.

**2. How much do I have in the Cash Balance Plan?**

You may refer to the annual statement you receive each May to see your balance at the end of last year. You can see a more current balance and also estimate your future Cash Balance plan benefit using the online **Retirement Planner**: <https://elcamino.bdigitalsuite.com/>.

**3. How can I find out what my pension will be?**

Receiving a pension, a monthly annuity, is one of the options available to you. There are several options available and you can use the online **Retirement Planner** to estimate your monthly pension depending of each available option. Cash Balance participants may also take a lump sum distribution that may be rolled over into an IRA, the 403(b) retirement plan, or another employer's qualified retirement plan.

**4. How do I request to receive my benefit?**

You must contact the El Camino Hospital Retirement Service Center operated by Gallagher and request a final determination of your benefit. The Service Center team will review the contributions, hours worked, vesting, and calculate the benefit choices available to you. They will provide you with a benefit election package that contains a description of your benefit amount under the various optional forms of payment and all the necessary forms that will be required for you to complete in order to commence your benefit.

You can contact the Service Center at 1-855-890-5736.