



**DENVER
HEALTH™**
— est. 1860 —
FOR LIFE'S JOURNEY

**4⁰¹⁻⁵⁷ Your
FUTURE**
DENVER HEALTH
RETIREMENT PLAN

Planning for Your Future

**Making the most of your
retirement benefits**

Whether your retirement is right
around the corner or decades
away, planning ahead is key.



Use This *Decision Guide* to Learn How:

- The Denver Health Retirement Plan works.
- You can financially prepare for retirement.
- To use available tools to create a budgeting and savings strategy to help reach your goals.

How the Plan Works

You and Denver Health both contribute to the Denver Health Retirement Plan, and there are two main types of contributions available:

1. Mandatory Contributions

You *cannot* opt-out of these contributions, and they are made to your **401(a) Plan account**.

- **Employee and Denver Health Social Security Replacement Contributions**—You and Denver Health both make mandatory contributions to a personal retirement account each pay period. Unlike traditional Social Security payments, you have the opportunity to invest the contributions according to your personal risk tolerance and time horizon. **You contribute 6.2%** of your eligible pay (up to \$285,000 in 2020) and **Denver Health contributes 3%** of your eligible pay (up to \$137,700 in 2020).
- **Denver Health Contribution**—**Denver Health contributes 3%** of your eligible pay (up to \$285,000 in 2020). Intermittent employees and DERP participants are not eligible for these contributions.

2. Voluntary Contributions

The amount of these contributions varies, depending on what you contribute to the Plan.

- **Employee Voluntary Contribution**—**You can make additional contributions in your 457(b) Plan account** to help you reach your personal savings goals, up to the IRS limit of \$19,500 in 2020. You can choose to make these contributions on a traditional pre-tax or Roth after-tax basis. More details about these options are on page 4.
- **Denver Health Matching Contribution**—When you make voluntary contributions to the 457(b) Plan account, **Denver Health provides a dollar-for-dollar match, up to 3.5%** of your eligible pay (up to \$285,000 in 2020). These matching contributions are made to your **401(a) Plan account and not your 457(b) Plan account**. Intermittent employees and DERP participants are not eligible for these contributions.

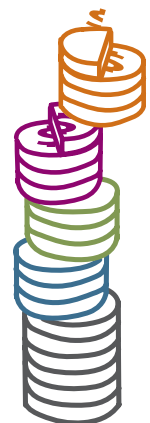


Did You Know?

The Denver Health Retirement Plan consists of two parts:

- **401(a) Plan** for all Social Security replacement contributions and contributions made by Denver Health
- **457(b) Plan** for your Employee Voluntary Contributions

| Contribution Type | Who Makes the Contribution? | How Much is the Contribution? |
|--|-----------------------------|---|
| Mandatory Contributions (12.2%) made by you and Denver Health into your 401(a) Plan regardless of whether you make any voluntary contributions. | | |
| Employee Social Security Replacement Contribution | You | 6.2% |
| Denver Health Social Security Replacement Contribution | Denver Health | 3% |
| Denver Health Contribution* | Denver Health | 3% |
| Voluntary Contributions made by you and Denver Health. | | |
| Employee Voluntary Contribution (made into your 457(b) Plan account) | You | You can contribute up to the 2020 IRS limit of \$19,500. If you will be age 50 or older in 2020 you can contribute an additional \$6,500. |
| Denver Health Matching Contribution* (made into your 401(a) Plan account) | Denver Health | Dollar-for-dollar match up to 3.5% of your eligible pay. |



19.2%

Total contributions, plus any additional Employee Voluntary Contributions you make to the Plan, up to IRS limits.

*Intermittent employees and DERP participants are not eligible for these contributions.

How Does the Social Security Replacement Benefit Work?

Denver Health provides a Social Security Replacement Benefit that offers you additional flexibility and control over your contributions, as compared to the Federal Social Security program. You contribute 6.2% of your eligible pay each paycheck (up to the Social Security Wage Base)—the same amount you would contribute if you were paying directly to Social Security—and Denver Health contributes 3% (up to the Social Security Wage Base). But rather than making payments to the governmental program, your contributions are made to a personal retirement account that you can manage according to your own investment strategy, risk tolerance, and time horizon. These contributions are yours to keep and to manage as you see fit.

Denver Health and its employees do not participate in the Federal Social Security program. This means you do not pay Social Security taxes on your Denver Health pay and you do not earn additional Social Security credits while you work here.

How Does this Impact Me?

The exact impact of Denver Health providing a Social Security Replacement Benefit will vary based on how long you work at Denver Health, but make sure you consider the following points:

- Your Social Security replacement contributions are made to your Fidelity 401(a) account to keep and manage as you see fit.
- Your Social Security replacement benefit is separate from any Federal Social Security benefit you may have earned through previous employers.
- To learn more about the Windfall Elimination Provision (WEP), visit <http://www.ssa.gov/planners/retire/wep.html>



How to Find Your Contributions on Your Paycheck

The various contributions are displayed on your paycheck as follows:

| Pay Statement Description | Contribution Type |
|------------------------------------|--|
| 401 Plan EE | → Employee Social Security Replacement Contribution |
| 401 DH Basic Contribution | → Denver Health Social Security Replacement Contribution |
| 401 DH Enhanced Contribution | → Denver Health Contribution |
| DH Match to 401a | → Denver Health Matching Contribution |
| 457 Pre-Tax EE Contribution | → Employee Voluntary Contribution (Pre-Tax) |
| 457 After-Tax ROTH EE Contribution | → Employee Voluntary Contribution (Roth/After-Tax) |



Accessing Your Payroll Stub On Lawson

To access your payroll stub via the Lawson Portal go to the Pulse and at the very bottom of the page, under *Useful Links*, click on *Lawson* and enter your network login and password.

Making Voluntary Contributions

Social Security alone isn't enough to fully support most people during retirement, and neither is the Social Security Replacement Benefit under the Denver Health Retirement Plan.

In fact, saving 15% of eligible pay including both employee and employer contributions—on top of Social Security— can help ensure you'll have enough to last through retirement. Denver Health's Plan is designed to help you reach this savings goal.

Save Even More with the Denver Health Company Match

Denver Health offers a dollar-for-dollar match to help encourage you to actively save for retirement. For every dollar you contribute through your employee voluntary contributions, Denver Health will also contribute a dollar to your account, up to 3.5% of eligible pay (up to \$285,000 in 2020). If you don't make employee voluntary contributions of at least 3.5% to the Plan, it's like you're missing out on "free" money.

Choosing the Right Contribution Type for You

Now that you know the benefits of participating in the Denver Health Retirement Plan, consider your contribution options. You may contribute to the Plan on a pre-tax or Roth after-tax basis. Depending on your situation, both contribution types have advantages that can benefit you:

| Contribution Type | Taxes When You Contribute | Taxes When You Withdraw |
|--------------------|--|---|
| Pre-tax 457 | <ul style="list-style-type: none">You do not pay income taxes on the money you contributeInvestment earnings grow tax-deferred | <ul style="list-style-type: none">Your qualified withdrawal is treated as taxable income (including any applicable investment earnings) |
| Roth 457 | <ul style="list-style-type: none">You pay income taxes on the money you contributeInvestment earnings grow tax-free | <ul style="list-style-type: none">No income taxes apply on amount of qualified withdrawal* (including any applicable investment earnings) |

* "Qualified" withdrawals can be taken no earlier than five tax years after the year of your first Roth contribution, and after you have reached age 59½, become disabled, or deceased.

To discuss which contribution type may be right for you, call **1-800-343-0860** to speak with a Fidelity representative at no cost to you. You may set up an appointment with a Fidelity representative by registering at www.fidelity.com/atwork/reservations.

The Auto-Enroll Program

If you are a new employee or eligible for the Denver Health Retirement Plan for the first time, the auto-enroll program automatically will set your contribution rate to 3.5% of your eligible pay, unless you are already contributing more than 3.5%. If you are contributing more than 3.5%, your contribution rate will remain the same. These contributions will typically start with the pay period 30 days after your date of hire.

To Make Changes to Your Contribution Rate

If you do not wish to contribute 3.5% to the Plan, you may change your contribution amount by logging into www.netbenefits.com/denverhealth and selecting "Contribution Amount" from the "Quick Links" dropdown menu next to the plan name. Then, enter a different voluntary contribution percentage and click "Change Contribution Amount." You may also call **1-800-343-0860** to make the change over the phone. You may change your contribution amount at any time, as many times as you'd like. Remember the Denver Health match applies to your voluntary contributions up to 3.5% of your eligible pay (up to \$285,000 in 2020).



What Is A Company Match?

The company match is a contribution you receive in the Plan based on your employee voluntary contributions, up to IRS limits.

In the Denver Health Retirement Plan, when you contribute 3.5% of your income, Denver Health makes a dollar-for-dollar contribution to your retirement savings up to 3.5%.

What is Vesting?

Vesting is the process of becoming entitled to the contributions made to your account. You are always 100% vested in all Social Security replacement contributions made by you and Denver Health, plus any employee voluntary contributions you make. This means that you will not lose any of these contributions, even if you leave Denver Health.

Employees hired before August 23, 2015, are 100% vested in all Denver Health contributions. Employees hired on or after August 23, 2015, are not vested in non-Social Security contributions from Denver Health until they achieve three years of service.

Managing Your Retirement Accounts

You can view and update your Denver Health Retirement Plan account by logging on to Fidelity NetBenefits® at www.netbenefits.com/denverhealth. If you need to establish a NetBenefits account, click the “Register” link at the top of the page and follow the instructions.

Once you’ve logged in, you can view your account balance, set your contribution rate, review your investment options, and access planning tools, calculators and resources.

Changing Your Contributions

If you’d like to change your contribution rate or change the type of contributions you make to the Plan, log into www.netbenefits.com/denverhealth and select “Contribution Rate” from the “Quick Links” dropdown menu next to the Plan name. Then, enter a different voluntary contribution percentage and click “Change Contribution Amount.” As discussed on the previous page, you can make pre-tax or Roth after-tax contributions—or a combination of both—to the Plan. If you choose not to contribute or make voluntary contributions less than 3.5%, you will not receive the full 3.5% dollar-for-dollar matching contribution from Denver Health. You may also call **1-800-343-0860** to make the change over the phone.

From the “Manage Your Contribution Amount” page, you may also access your Annual Increase Program elections. Under this program, you can schedule automatic increases to your voluntary contribution rate, by a percentage and on a date you choose. For example, you could elect to have your contribution rate increase by 1% on January 1 of each year. To make updates, simply click the “Annual Increase Program” link and enter your preferred contribution increase percentage and effective date.

Researching and Changing Your Investment Strategies

You can also manage investments for the Denver Health Retirement Plan on NetBenefits. To view information about the Plan’s investment options, select “Investment Performance and Research Page” from the “Quick Links” dropdown menu next to the Plan name. To adjust your investments, select “Change Investments” from the “Quick Links” dropdown menu.



Take Advantage of Available Tools and Resources

Through NetBenefits (www.netbenefits.com/denverhealth), you also have access to a broad range of tools and resources to help you learn more about reaching your personal financial goals, managing your investments, and more. ***No matter your learning style or prior experience with financial topics, NetBenefits offers something for you.***

Developing a Budget or Savings Strategy

Whether you need help sticking to a budget, determining how much to save for retirement, or managing other investment priorities, there are resources that can help.

| I Need Help... | Check Out... |
|--|---|
| Creating a Budget Building a plan for your personal expenses can provide a solid financial foundation and help you avoid future debt. | Debt Management and Budgeting Workshop to learn how to effectively save and spend within your budget, plus manage any debt you may have. <ul style="list-style-type: none">• From the NetBenefits homepage, click “Library,” then “Workshops,” followed by “On-Demand: Workshops” and select “Budgeting and Debt Management Video” |
| Determining How Much to Save for Retirement Understanding your retirement savings needs and creating a savings plan can help you reach your financial goals. | Contribution Calculator to find out how much more you could accumulate in your 401(k) over time by increasing your contributions now. <ul style="list-style-type: none">• From the NetBenefits homepage, click “Planning” and select “Contribution Calculator” under “Saving for Retirement” |
| Managing Competing Savings Priorities Setting your financial goals can help you determine which to prioritize first. | Savings Planner to create a plan to address all of your savings goals and pay down any debt you may have. <ul style="list-style-type: none">• From the NetBenefits homepage, click “Planning” and select “Savings Planner” under “Saving and Spending” Planning for Multiple Goals Video for help identifying your goals and creating a plan to reach them. <ul style="list-style-type: none">• From the NetBenefits homepage, click “Library,” then “Videos,” and select “Planning for Multiple Goals” |

The Denver Health Retirement Plan

The Denver Health Plan has many options available for investing your retirement contributions, including a new option to make 457 Roth after-tax contributions. Fidelity offers a number of tools to help you manage your investments.

Managing Your Investments

No matter your comfort level or experience with investing, there are tools available on NetBenefits (www.netbenefits.com/denverhealth) to help you learn more about making the most of your money.

I Need Help...

Investing My Retirement Savings

Evaluating when you plan to retire and how much risk you want to take with your savings will help you determine how to invest your retirement savings.

And regularly reviewing your investments can help ensure you stay on track to meet your goals

Check Out...

Planning & Guidance Planning Center a personalized, online planning experience to help you set goals and better understand your full financial picture.

- Access the Planning & Guidance Center on NetBenefits from the Planning link on the homepage
- From there, you can create a plan for retirement, college, or a personal savings goal- or get help with your investment strategy.

Confident Investing in Any Market Workshop to learn to manage your investments.

BrokerageLink® for the opportunity to invest in a broad range of investment options beyond those offered directly through the Plan. You can learn more and open an account on NetBenefits.

- From the NetBenefits homepage, select “BrokerageLink” from the Quick Links menu next to the plan name



Talk to Someone

If you're not sure where to start—or have questions about your personal financial situation—talking one-on-one with a professional can help.

You may want to consider calling (at no additional cost) a **Fidelity Retirement Planner**. Representatives are available between 6:30 a.m. and 6:30 p.m. Mountain Time, so you can reach them when and where it's most convenient for you. Just call **1-800-642-7131** to get started.

You may set up an appointment with a Fidelity representative by calling **1-800-642-7131** or registering at www.fidelity.com/atwork/reservations.



Want to Learn More?

Go to www.netbenefits.com/denverhealth to read articles, watch videos, listen to podcasts and use interactive calculators that can help you take charge of your financial future.

BrokerageLink includes investments beyond those in your plan's lineup. You should compare investments and share classes that are available in your plan's lineup with those available through BrokerageLink, and determine the available share class that is appropriate for your situation. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance.



Don't Wait to Plan for Your Financial Future



The Denver Health Retirement Plan is Here to Help

Know how to use the Denver Health Retirement Plan to prepare for retirement? You can...

- **Learn** about the two account types in the Plan and where contributions are made on *page 2*.
- **Find out** how the Social Security replacement benefit works on *page 3*.
- **See** that you can get a 3.5% matching contribution from Denver Health on *page 4*.
- **Read** about the different contribution types on *page 4*.
- **Access** the tools and resources listed on *pages 6 and 7*.



Investing involves risk, including risk of loss.

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