

## **Your Retirement:**

### **The Transition to Fidelity and the New Fund Line Up**

#### **Frequently Asked Questions**

## **Human Resources Information**

# **At A Glance**

RWJBarnabas Health (RWJBH) is committed to providing an opportunity for each employee to save and potentially grow retirement assets over the long-term. As previously communicated, beginning January 2, 2018 you will have your accounts transitioned from Prudential to Fidelity Investments as the new provider of record-keeping services.

This Frequently Asked Questions (FAQ) document was prepared to support you in addressing any questions or concerns you may have during this transition. Included for your reference are resources available for you to gain further information and understanding. For more detailed information, please review the Transition Brochure referenced at the end of this document. The Transition Brochure contains all the information you will need on key dates, times and action steps. We hope you take a moment to review this information carefully and contact Fidelity at 800-513-5015 with any questions. Thank you.

#### **Frequently Asked Questions (FAQ)**

**Q: When is the transition to Fidelity going to occur?**

A: Beginning January 2, 2018, the following plans will have their retirement plan administered by Fidelity Investments: RWJUH Hamilton Retirement Plan, RWJ Physician Enterprise Retirement 401(k) Plan, RWJUH Rahway 403(b) Plan and RWJUH Retirement and Sheltered Savings Plan.

**Q: Is there any impact to my retirement benefit?**

A: No. It is important to note that there are no changes to your current retirement plan design or plan rules at this time. Remember, there is no impact on the benefit you currently receive at your site.

**Q: Will my payroll contribution be impacted?**

A: No. Your contribution amount, including any catch-up contributions, in effect before December 20, 2017, will continue and transfer to Fidelity.

**Q: Is the contribution from the hospital changing due to the transition to Fidelity?**

A: No. The RWJBH contribution structure is not changing as a result of this transition. The matching contributions made to your account by your site will continue as your Plan currently provides. Vesting will not be affected by the transition.

**Q: Will my matching contributions be available on my paystub?**

A: Unfortunately not. Matching contribution information will be available online through [NetBenefits.com/RWJBarnabasHealth](http://NetBenefits.com/RWJBarnabasHealth). This will no longer be available on your paystub.

**Q: Will my outstanding loan be transferred to Fidelity?**

A: Yes. Any outstanding loan balances in your Plan will transfer to Fidelity. Reminder, you have a continuing obligation to re-pay any loans according to the terms of the loan.

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**Q: Will my beneficiary election transfer to Fidelity?**

A: No. You must create and log into your account at [NetBenefits.com/RWJBarnabasHealth](http://NetBenefits.com/RWJBarnabasHealth) and complete a new beneficiary election. The beneficiary information currently on file at Prudential will not transfer to Fidelity.

**Q: What is the NetBenefits Website: [NetBenefits.com/RWJBarnabasHealth](http://NetBenefits.com/RWJBarnabasHealth) and what do I need to do to access my information?**

A: This is Fidelity's website and where you can go to set up, monitor and manage your retirement savings account. If you do not have a Fidelity username and password, log on to [NetBenefits.com/RWJBarnabasHealth](http://NetBenefits.com/RWJBarnabasHealth), click Register, and follow the step by step instructions to set up your account. If you have a username and password for other accounts at Fidelity, you can use that information to access your retirement account.

**Q: How can I access the NetBenefits site?**

A: You can access NetBenefits using a computer, iPad, Microsoft Surface, and Smartphone.

**Q: Are Fidelity representatives available for consultation discussions?**

A: Yes. Fidelity representatives are available to meet with you **in person –right at work-** for a consultation beginning in late January. You can schedule an appointment with a representative by visiting Contact Us page at [NetBenefits.com/RWJBarnabasHealth](http://NetBenefits.com/RWJBarnabasHealth) each site is listed with a calendar indicating meeting time availability. You also have the option of having a phone consultation. Please call 800-513-5015 to schedule a consultation to discuss and plan for your needs. If you have questions regarding your investment choices please call Fidelity at 800-513-5015.

**Q: What changes are coming to my plan?**

Changes have been made to improve the investment menu beginning January 2, 2018. RWJBH has implemented a new menu of investment options that is the same for all employees.

**Q: What will happen to my account balances in the current fund options that I have with Prudential?**

A: At this time of transition to one menu of investment options, RWJBH has elected to implement an Investment Re-Enrollment process for all employees. As part of the Investment Re-Enrollment process, your current investments will be liquidated and transferred to the American Funds Target Date Retirement Fund, Class RE-5, that most closely aligns with the year in which you will reach age 65- the "Default Fund."

The "Default Fund" is where your money is invested if you do not make investment elections. This group of funds will be used as the investment option for existing balances and any money that comes into your account unless you make other investment choices during the Investment Re-Enrollment Window. If you prefer to have your retirement assets professionally managed for you in a Default Fund - no action on your part is required other than the designation of your beneficiaries.

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**Q: What if I want to choose other investments at this time instead of the American Funds Target Date Retirement Funds, Class R-5E?**

A: If you prefer to make your own investment decisions, you can do that as well. From December 1, 2017 to December 20, 2017, you have the opportunity to provide investment directions to Fidelity on how you want to invest. Please review the descriptions of each investment option in the Investment Options guide referenced at the end of the document. To make your investment elections, call the Fidelity Retirement Service Center at 800-513-5015 or log on to [NetBenefits.com/RWJBarnabasHealth](http://NetBenefits.com/RWJBarnabasHealth). For more detailed information, please review the Transition Brochure referenced at the end of this document. The Transition Brochure contains all the information you will need on key dates, times and action steps.

A: Recognizing that individuals may have a greater comfortable level with managing their funds and want more hands on to choose other investment options, Fidelity Investments has provided you the opportunity to choose other investments. This will need to be done between December 1 and December 20, 2017 by going to [NetBenefits.com/RWJBarnabasHealth](http://NetBenefits.com/RWJBarnabasHealth) to review the new menu of investment options and make your elections.

**Q: If I want to keep my current investments with Prudential- can I do that and just start new with Fidelity?**

A: No. All existing money will be moved to the new investment options at Fidelity, except that if you are over 59.5 years old, you can roll your money into a personal retirement account at any investment company. It is very important to closely examine the underlying costs of any investment. In most cases, the underlying costs of an investment are lower under a corporate plan like RWJBH, if you do choose to do a rollover; you are buying an individual investment product without the benefit of group pricing.

**Q: What is the "Blackout Period"?**

A: there will be a period of time when you will be unable to direct or diversify investments in your individual accounts, obtain a loan from the Plan, or obtain a distribution from the Plan. This period during which you will be unable to exercise these rights otherwise available under the Plan is called a "blackout period." For this reason, it is very important that you review and consider the appropriateness of your current investments in light of your inability to direct or diversify those investments during the blackout period. The purpose of the blackout period is to ensure all the funds are accurately transferred to our new plan account at Fidelity in line with the effective date of this transition. The blackout period is expected to begin on December 20, 2017 and end during the week of January 21, 2018. After the blackout period, investment elections can be changed at any time. For more detailed information, please review the Transition Brochure referenced at the end of this document. The Transition Brochure contains all the information you will need on key dates, times and action steps. If you have questions specific to this blackout period, please contact RWJBarnabas Health Employee Benefits Service Center at 800-513-5015.

**Q: What if I want to make a change PRIOR to the start of the blackout period?**

A: If you would like to make changes prior to the blackout period, you should contact Prudential at 877-778-2100 or visit [www.Prudential.com/online/retirement](http://www.Prudential.com/online/retirement).

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**Q: Will payroll contributions continue during the “blackout period”?**

**A:** Yes, payroll contributions will remain in effect during this time.

**Q: Will the account statements available online?**

**A:** Yes, account statements for the Plan will be available online after the first quarter of 2018 at [NetBenefits.com/RWJBarnabasHealth](http://NetBenefits.com/RWJBarnabasHealth). You can opt to have the statement mailed to your home address by calling Fidelity at 800-513-5015 or log on to [NetBenefits.com/RWJBarnabasHealth](http://NetBenefits.com/RWJBarnabasHealth) and simply click Profile, then Preferences. The account statements for the fourth quarter of 2017 will be provided by Prudential in February 2018.

#### Online Resources for You

The online resources listed below are available for you to reference. You may also access this information via the RWJBH Bridge. In addition, Fidelity representatives are available by phone to provide additional information or help you with any questions or concerns at 800-513-5015. Thank you.

- ✓ **401(k) Retirement plan transition Information** ☐ [www.NetBenefits.com/RWJBarnabasHealth](http://www.NetBenefits.com/RWJBarnabasHealth)
- ✓ **Transition Brochure** ☐ [https://workplaceservices.fidelity.com/bin-public/070\\_NB\\_PreLogin\\_Pages/documents/RWJBarnabas\\_TransBro.pdf](https://workplaceservices.fidelity.com/bin-public/070_NB_PreLogin_Pages/documents/RWJBarnabas_TransBro.pdf)
- ✓ **Investment Options Guide** ☐ [https://workplaceservices.fidelity.com/bin-public/070\\_NB\\_PreLogin\\_Pages/documents/RWJBarnabas\\_IO\\_guide.pdf](https://workplaceservices.fidelity.com/bin-public/070_NB_PreLogin_Pages/documents/RWJBarnabas_IO_guide.pdf)
- ✓ **Watch a Brainshark, a recorded presentation discussing the Plan changes** ☐ <https://www.brainshark.com/fidelityemg/RWJBarnabas>