

## Retirement Savings Plan 403(b)

The Fred Hutchinson Cancer Center benefits program includes a 403(b) Retirement Savings Plan to help ensure your future financial security. This plan offers a platform of best-in-class fund options through Fidelity.

### Employee Contributions

The plan allows you to set aside money for retirement through voluntary, pre-tax contributions or Roth contributions. All paid employees are immediately eligible to participate through employee contribution, *except* stipend-paid employees. Employees can elect and manage their retirement contributions through Fidelity's NetBenefits website. New Hires will receive an email with an enrollment packet notifying them of their eligibility to enroll online within your first two weeks of employment.

**Auto-Enrollment:** New Hires will have 35 days from the day they receive the email notification from Fidelity to make an election or to opt out of the Auto-Enrollment. If no action is taken, you will be defaulted into the Auto-Save Program beginning with a 3% Employee Pre-Tax contribution per pay period. This will increase by 1 % each November unless a different election is made or until the Auto-Save Default maximum of 10% is reached. If no investment fund selection is made, the default will be an age-appropriate Vanguard Target Date Fund.

### Employer Contributions

Benefits eligible employees will receive employer contributions equal to 7% of their gross pay period pay after one year of elapsed time, up to the Social Security Wage Base. (If year-to-date earnings exceed the SSWB, *then* contributions increase to 12%, up to annual IRS limit.) Employer contributions begin first of the month following the one year of employment; no employee contributions are required to receive this benefit.

(The following employee classes are *ineligible* for employer contributions: per diem, students, stipend-paid, temporary, and postdoctoral research fellows receiving more than 50% of their pay from another source.)

### Vesting

All contributions to the plan, including employer contributions, are immediately vested. That means the accumulations in your account are yours whenever you terminate employment.

<b>Find More Information</b>	
<a href="#">Retirement Savings Plan page</a> Plan information, forms, Summary Plan Description & Qualified Default Investment Alternative Annual Notice	<a href="#">Fidelity NetBenefits</a> Investment options, beneficiary designation, and account information
<a href="#">Workday</a> View real-time retirement contributions	<b>Fidelity phone number</b> Assistance with account-related inquiries (ex. Rollovers) 800.343.0860
<b>Benefits Team</b> General retirement-related assistance <a href="mailto:benefitsteam@fredhutch.org">benefitsteam@fredhutch.org</a>	

**IMPORTANT NOTE:** HR personnel CANNOT make suggestions or advise any employee regarding investments. Contact Fidelity or your personal financial adviser with such inquiries.