

## 403(b) PLAN

The Cedars-Sinai 403(b) Plan offers you the opportunity to save and invest for retirement on a pretax basis and Cedars-Sinai will match a portion of your contributions (after you meet eligibility requirements). Income taxes are deferred on this money until you take a distribution.

### Voya Financial: the plan record keeper

Voya advisors can answer your questions and help you make informed investment decisions.

#### Contact Voya Financial:

- 310-423-0974
- CSMC Campus Office  
CSMC Ray Charles Cafeteria,  
Suite 1631A
- Open weekdays, during regular  
office hours

### 403(b) Plan

#### How the plan works

- You can elect to have a portion of your pretax earnings deposited into your 403(b) Plan account and if eligible, Cedars-Sinai will match a portion of your contributions. All contributions and investment earnings in your account are not subject to income taxes until you take the money from the plan.

#### Your contributions

- Each year, you can contribute up to the IRS maximum: \$22,500/year in 2023. Starting the year you turn 50, you can make additional catch-up contributions: up to \$7,500 in 2023.

#### Cedars-Sinai matching contributions

- Cedars-Sinai matches 50% of what you contribute to the 403(b) Plan, up to a maximum match of 3% of your annual pay\*.
- You should contribute at least 6% of your annual pay\* if you want to maximize your matching contributions.
- Match starts the quarter after one year of service (minimum 1,000 paid hours).

*\*Up to the IRS annual compensation limit for tax-deferred benefits (\$330,000 in 2023).*

#### Vesting

*When benefits  
are yours to keep*

- Your contributions are always 100% vested.
- Cedars-Sinai matching contributions are immediately 100% vested.

#### Investments

- You invest your 403(b) Plan account in a core set of mutual funds, a fixed-rate account or other mutual funds through a brokerage window.
- Your account balance will increase or decrease based on investment results.

#### Changing your contributions or investments

- You can change how much is taken from your paycheck (contribution changes) or change your investments online at [Cedars-Sinai.BeReady2Retire.com](https://cedars-sinai.beReady2Retire.com) or by calling 800-584-6001.
- Contribution changes take effect within one to two paychecks after you elect to change your contribution.
- Investment changes usually take effect the next business day, after the close of the New York Stock Exchange; exceptions are described in the investment prospectus.

(continued)

### Enroll today!

You can enroll in the 403(b) Plan anytime; there is no waiting period. Why wait?

- Enroll online: [Cedars-Sinai.BeReady2Retire.com](https://cedars-sinai.beReady2Retire.com)
- Enroll by phone: 800-584-6001
- Plan number: VFZ032    Verification number: 246598    Location code: 0001

## 403(b) Plan (continued)

### 403(b) Plan

#### Loans and withdrawals

- You can take a loan from your 403(b) Plan account and pay yourself back through after-tax payroll deductions, subject to loan fees and interest; if you're considering a loan, keep in mind the purpose of the 403(b) Plan is to help you save for retirement and provide a source of income when you are no longer working.
- Under limited situations a hardship withdrawal may be available.
- Contact Voya Financial at 800-584-6001 for more information.

#### If you leave Cedars-Sinai before retirement

If your account balance is greater than \$1,000, you may leave it in the 403(b) Plan:

- And apply to have it distributed later (you will be penalized if you don't take a minimum required distribution by age 73).
- You'll continue receiving investment earnings (or losses) and quarterly statements until your account has been fully paid out.

You may take your account balance with you and either:

- Roll it over to an IRA or your new employer's eligible retirement plan, if available; this allows you to continue saving for retirement and deferring income taxes on this money.
- Have it paid to you in a lump sum or in periodic payments (less 20% federal tax withholding).

#### When benefits can be paid

If you are 59-1/2 or older, you can have your 403(b) Plan account balance paid to you while still working at Cedars-Sinai.

After you leave Cedars-Sinai:\*\*

- You may roll over your account to an IRA or your new employer's retirement savings plan (if permitted by the other employer's plan) and continue to defer taxes on the money.
- You may have your account balance paid directly to you (it's taxable; if you are under 59-1/2, you may owe an additional 10% penalty tax).

*\*\*If you are eligible to receive matching contributions, be aware that you might be eligible to receive matching contributions that will not be deposited into your Voya account for up to six months after you leave Cedars-Sinai.*

#### How benefits are paid

- You may have your account paid in a lump sum (paid directly to you or rolled over to an IRA or new employer's plan).
- You may withdraw all (or a portion) of your account under a number of periodic payment options.

Manage your 403(b) Plan and DC Plan online and on the go at:

[Cedars-Sinai.BeReady2Retire.com](https://cedars-sinai.beReady2Retire.com)

or

Download the app: Search "Voya Retire" at your mobile device store.