



**FREQUENTLY ASKED QUESTIONS
ABOUT THE TRANSITION OF THE IU HEALTH PHYSICIANS RETIREMENT SAVINGS PLAN**

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What is changing?

The IU Health Physicians Retirement Savings Plan [IUHP 401(k)] is moving from OneAmerica and merging into the IU Health 401(k) Savings Plan at Empower Retirement effective January 3, 2022.

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Why are we making this change?

IU Health and IU Health Physicians are committed to providing you with access to quality tools and resources that will help you pursue and plan for your retirement goals and financial well-being. Through Empower Retirement you’ll have access to on-site retirement plan advisors, an enhanced website experience, a fully transactional mobile app and so much more.

This decision follows an extensive review process during which we have been working to thoughtfully build an enhanced retirement program that provides improved options for all our participants.

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Who is Empower Retirement?

Empower is one of the largest retirement services providers in the nation,¹ serving more than 12 million individuals and over 67,000 organizations.² They're singularly focused on retirement, with a mission of empowering people to save enough money today to enjoy a secure retirement. Visit empower-retirement.com to learn more about Empower.

1. Pension & Investments 2020 Defined Contribution Survey Ranking as of April 2021.

2. As of June 30, 2021.

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What are some highlights of the move?

As shared with you in the September announcement:

- Transparent administrative fees, including the elimination of transaction fees and asset-based fees. See *What are the changes to fees?* later in this document for more detail.
- Access to on-site Retirement Plan Advisors (RPAs) through Empower Retirement and the ability to earn Healthy Results points
- An enhanced participant web experience
- A fully transactional mobile app
- Through Empower Retirement Advisory Services, you will gain access in April 2022 to complimentary Online Advice, or you may choose to enroll in My Total Retirement™, a personalized, professionally managed retirement strategy.)*
There is no guarantee provided by any party that participation in any of the advisory services will result in a profit.

* Online Advice and My Total Retirement are part of the Empower Retirement Advisory Services suite of services offered by Advised Assets Group, LLC, a registered investment adviser.

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What are some of the benefits of Empower's participant website?

The Empower participant website includes enhanced tools that estimate your monthly income in retirement. Using the tools, you can easily see how saving more may affect your outcome and make changes with a single click. You can also quickly view the percentage of income you're estimated to replace in retirement.

Additionally, because healthcare budgeting plays a major part in retirement planning, the site allows you to receive an estimate of what your healthcare costs may be in retirement. You can also see how your savings compare with other Empower participants in your age group and salary range, and you can access online educational articles and calculators (in the *My Financial Path* section) to help you sharpen your focus on your financial well-being.

Take a tour of the new site [here](#).

Coming soon!

Shortly after your account transition, Empower will introduce a new website experience.

You will be able to get a 360° view of your financial life by linking accounts such as banking, other retirement accounts, mortgage and credit cards to get a complete view of your financial picture that includes:

- Your net worth.
- How close you are to your goals.
- How you're tracking toward retirement.
- Your saving and spending trends.

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Do I need to do anything to transfer my money to Empower?

You don't need to do anything now unless you would like your account to transfer differently. Your account balance, contribution elections and beneficiary elections will move over automatically.

This table shows you how your account balance will transfer to Empower Retirement. If you would like your account to transfer differently, simply change the elections for your current balance by contacting OneAmerica (iuhpretirement.com or 800.858.3829) prior to 4 pm Eastern time on December 29, 2021. You can also make changes with Empower after the transfer is complete.

BALANCES IN THESE FUNDS	WILL TRANSFER TO THESE FUNDS
Vanguard Target Retirement Income Trust II	Vanguard Target Retirement Income Trust Select
Vanguard Target Retirement 2015 Trust II	Vanguard Target Retirement 2015 Trust Select
Vanguard Target Retirement 2020 Trust II	Vanguard Target Retirement 2020 Trust Select
Vanguard Target Retirement 2025 Trust II	Vanguard Target Retirement 2025 Trust Select
Vanguard Target Retirement 2030 Trust II	Vanguard Target Retirement 2030 Trust Select
Vanguard Target Retirement 2035 Trust II	Vanguard Target Retirement 2035 Trust Select
Vanguard Target Retirement 2040 Trust II	Vanguard Target Retirement 2040 Trust Select
Vanguard Target Retirement 2045 Trust II	Vanguard Target Retirement 2045 Trust Select
Vanguard Target Retirement 2050 Trust II	Vanguard Target Retirement 2050 Trust Select
Vanguard Target Retirement 2055 Trust II	Vanguard Target Retirement 2055 Trust Select
Vanguard Target Retirement 2060 Trust II	Vanguard Target Retirement 2060 Trust Select
Vanguard Target Retirement 2065 Trust II	Vanguard Target Retirement 2065 Trust Select
Vanguard Institutional Index Instl Plus (VIXX)	Vanguard Total Stock Market Index
Vanguard Inflation Protected Securities Fund Instl (VIPIX)	Vanguard Inflation Protected Securities Fund Instl (VIPIX)
Met West Total Return Bond Int Core Plus (MWTSX)	Met West Total Return Bond Int Core Plus (MWTSX)
Vanguard Extended Market Index Instl Plus (VEMPX)	Vanguard Total Stock Market Index
JPMorgan Stable Value	JPMorgan Stable Value
American Funds AMCAP R6 (RAFGX)	Vanguard Total Stock Market Index
American Beacon Large Cap Value R5 (AADEX)	Vanguard Total Stock Market Index
American Funds EuroPacific Growth Fund R6 (RERGX)	Vanguard Total International Stock Market Index

Investing involves risk, including possible loss of principal.

Funds exempt from SEC registration do not have ticker symbols.

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Are the investment choices changing?

Yes, you will have access to a new investment lineup upon moving to Empower Retirement. These funds may result in lower fees to participants. See *What are the changes to fees?* later in this document for more detail.

The following investment options will be available. To access fund fact sheets, investment returns and prospectuses, click [here](#).

Vanguard Target Retirement Income Trust Select	Vanguard Target Retirement 2055 Trust Select
Vanguard Target Retirement 2015 Trust Select	Vanguard Target Retirement 2060 Trust Select
Vanguard Target Retirement 2020 Trust Select	Vanguard Target Retirement 2065 Trust Select
Vanguard Target Retirement 2025 Trust Select	JPMorgan Stable Value
Vanguard Target Retirement 2030 Trust Select	Vanguard Inflation Protected Securities Fund Instl (VIPIX)
Vanguard Target Retirement 2035 Trust Select	Met West Total Return Bond Int Core Plus (MWTSX)
Vanguard Target Retirement 2040 Trust Select	Vanguard Total Stock Market Index
Vanguard Target Retirement 2045 Trust Select	Vanguard Total International Stock Market Index
Vanguard Target Retirement 2050 Trust Select	

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What if I previously had an election to rebalance my investments automatically?

If you had previously made an election to rebalance your investments periodically, that election will carry over as part of the transition. Due to the change in the investment options, you are encouraged to review your account to determine whether this is still a good fit for you.

If you are not currently rebalancing your investments and are interested in starting once your account moves to Empower, you can do so as follows:

1. Select *View/Manage investments* from the *I want to* dropdown on your account dashboard.
2. Select *Change my investments/Do it myself/Rebalance my current balance*.
3. Enter the required information.

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What if I have a self-directed brokerage account (SDBA)?

If you have a self-directed brokerage account (SDBA) through TD Ameritrade, your SDBA will transition into a Schwab Personal Choice Retirement Account (PCRA). You will receive a separate communication regarding everything you need to know regarding the transition of your SDBA. Please read that notification carefully so you are prepared about next steps concerning your brokerage account.

The SDBA is intended for knowledgeable investors who acknowledge and understand the risks associated with the investments contained in the SDBA.

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What is the blackout period?

The blackout period is the time during which you will not be able to access your account as it transitions from OneAmerica to Empower. The blackout period is needed to transfer your account information to the new Empower system. The blackout period will begin 4 pm Eastern time on December 29, 2021, and end during the week of January 16, 2022.

Your investments will continue to gain and/or lose value during the blackout period depending on market conditions. You are encouraged to review your plan account and request any changes before the blackout period begins by contacting OneAmerica at iuhpretirement.com or 800.858.3829. Once the blackout period begins, you will not be able to access your account or request any transactions until after the blackout ends.

Dates and times are subject to change. You will be informed should this occur.

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What are the key dates I need to be aware of?

Week of November 22, 2021	Watch your home mailbox or P.O. Box as you will receive a transition kit detailing everything about the transition.
December 27, 2021 by 4 pm Eastern time	Last day to submit paperwork to OneAmerica for any transactions requiring it.
December 29, 2021 by 4 pm Eastern time	Last day to request contribution changes, investment election changes or withdrawals (if applicable) from OneAmerica at iuhpretirement.com or 800.858.3829. Blackout period begins.
Week of January 16, 2022	The blackout period ends, and you will have full access to your account on the new website. Contact Empower at empowermyretirement.com or 844.IUH.5840 .
Mid-January 2022	Look for group webinars and one-on-one meeting opportunities with Empower Retirement Plan Advisors.

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Are there any plan design changes I need to be aware of?

Yes, effective with the transition:

1. Residents, fellows, students and interns will now be eligible to participate.
2. PRN team members (formerly referred to as Supplemental team members or providers) are eligible to participate.
3. Hardship and pre-age-59½ in-service withdrawals are available.
4. Online distribution requests are available.
5. The definition of disability is being expanded.

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What are the changes to fees?

There are three main types of fees:

- General plan administration or recordkeeping fees
- Participant-elected service or transaction fees
- Investment or fund manager fees.

As part of your transition packet, you are provided with the *Notice of Investment Returns & Fee Comparison*, which outlines all of the fees and expenses associated with the plan as well as details about the investment options available, including performance, fees and restrictions.

Effective with the transition:

- You will no longer pay an asset-based recordkeeping fee. Instead, you will pay a flat-dollar recordkeeping fee of approximately \$31 per year. For the majority of participants, this will be much less than what they are currently paying. Previously, the higher your balance, the more fees you would pay. Now, everyone will pay a flat fee.
- You will no longer pay any participant-elected or transaction fees. Previously, you were charged a fee for any transaction (withdrawal, distribution, installment, etc.). Now, you will not be assessed any transaction fee to withdraw money from the plan.
- Investment or fund manager fees will now be lower because the new investment options will be Collective Trusts. Due to the scale of the IU Health 401(k) Savings Plan, the plan is able to utilize custom funds with lower investment management fees, which in turn benefits you.

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When will I be able to make changes again to my account?

You can continue to make changes through OneAmerica at iuhretirement.com or 800.858.3829 up to the blackout period, which starts on December 29, 2021, at 4 pm Eastern time. When the blackout period is lifted (during the week of January 16, 2022), access to your account in the Empower Retirement system begins. You will be notified once access is available.

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What happens to my contribution election(s)?

Your contribution election(s) will automatically transfer from OneAmerica to Empower Retirement. Please refer to the table on page 3 for how your funds will transfer to Empower Retirement.

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Can I take a withdrawal if I need one?

If eligible, you may request a withdrawal until the blackout period, which starts on December 29, 2021, at 4 pm Eastern time. You will not be able to request any types of withdrawals during the blackout period. Once the blackout period ends, if you have a withdrawal amount available, you can make the request by contacting Empower at **844.IUH.5840** or logging on to empowermyretirement.com.

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What other important information should I know about the transition?

Please note that your beneficiary election will automatically transfer. If you do not have a beneficiary election on file with OneAmerica or want to update your beneficiary, you are encouraged to provide this information to Empower Retirement once the blackout period is lifted. To add or update your beneficiary, within *Account Overview*, click on *Beneficiaries* and then add or update your election.

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Is there a mobile app (smartphone application) I can use?

Yes. You can download the free iPhone® Empower app in the App Store® or the Android™ Empower app on Google Play™. Simply search for *Empower Retirement*. You may also access the **empowermyretirement.com** website from your smartphone or tablet to take advantage of the mobile-friendly website.

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Will there be any meetings or additional educational resources to prepare me for the transition?

Yes! Empower Retirement Plan Advisors will be attending IUHP department meetings in November and December to provide an overview of the retirement plan transition and answer any questions you may have. You can also set up a separate conversation with an Empower Retirement Plan Advisor by scheduling a meeting at iuhealth.reserveameeting.com.

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How will I access my account through Empower, and who can I call with questions about my account?

Once you've received formal notification that the blackout period has been lifted (expected the week of January 16, 2022):

1. Visit **empowermyretirement.com**.

- Click the *Register* button.
- You will arrive on the *I do not have a PIN* tab.
- Follow the prompts to create a username and password. You will be provided with requirements for each. These will be specific to the website only.

The next time you access your account, simply choose *Sign in*.

OR

2. Call **844.IUH.5840**. For initial access, select the *I do not have a PIN* option. Follow the prompts to obtain a temporary PIN and then establish a new PIN that will be unique to the voice response system. You can speak with a representative at any time. Retirement representatives are available weekdays from 8 am to 10 pm Eastern time (excluding most financial market holidays) and Saturdays from 9 am to 5:30 pm Eastern time.

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Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower Retirement for a prospectus, summary prospectus for SEC-registered products or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

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