

Your Guide to the Main Line Health Pension Plan

Planning for Your Future

Keeping **you**
well ahead >>>



Main Line Health

Well ahead.SM

Retirement might be the furthest thing from your mind now, but in time, planning for your retirement will become increasingly important to you. Learning about your Main Line Health retirement benefits should be an important first step in your planning.

This guide provides general details about the Main Line Health pension plan. The terms of the plan document will always govern any benefit you may have under the plan, and if there is a conflict between the terms of the plan and this booklet, the plan document will control.

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Tell Me More About My Main Line Health Income Retirement (Pension) Plan



Main Line Health Retirement Benefits

Main Line Health is committed to partnering with you as you prepare for your future. We provide two types of retirement plans for eligible employees: the Main Line Health Income Retirement (Pension) plan and the Main Line Health Retirement Savings plan, which is a 403(b) plan.

Your Main Line Health Income Retirement (Pension) Plan

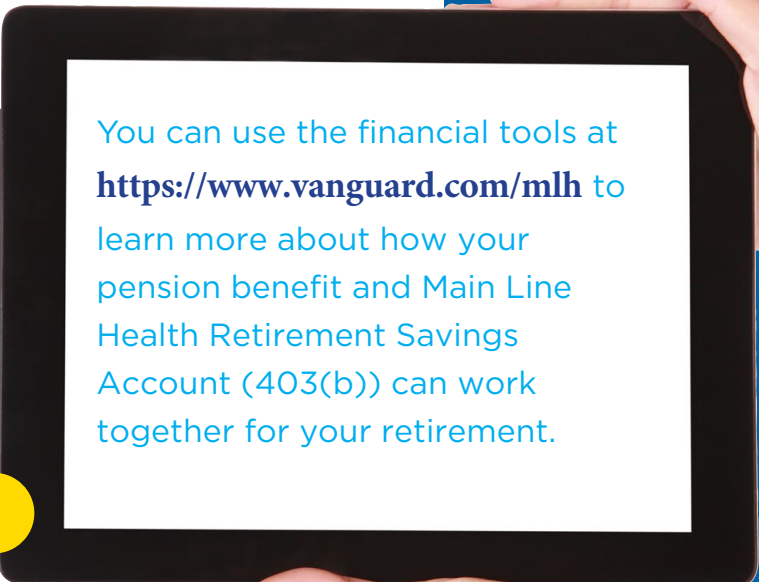
A pension is a benefit paid to you when you retire that you earn during your working years. Your Main Line Health pension pays you every month of your retirement and can continue to pay your spouse, if living, after your death, until the spouse's death. The amount that you will get each month depends on your length of service and your annual earnings. Following are a few important facts about the plan.

- The plan is 100% funded by Main Line Health.
- Benefits are accrued over time based on a formula that takes into consideration your age, years of service and compensation.
- Your pension benefits are paid out upon retirement. Typically, you will receive a monthly annuity benefit that will continue for life.

Your pension benefit is partially guaranteed through the Pension Benefit Guarantee Corporation.

Your Responsibilities

To ensure you receive your pension benefit, you have certain obligations, including reporting any changes in your name, contact information and spousal relationship. To report a change, please contact the Main Line Health Retirement department.



You can use the financial tools at <https://www.vanguard.com/mlh> to learn more about how your pension benefit and Main Line Health Retirement Savings Account (403(b)) can work together for your retirement.



How Does My Main Line Health Pension Plan Work?

The Main Line Health pension plan is a defined benefit plan. That means you can predict the income that you will receive in retirement. Main Line Health invests money in a pension fund that will pay you the benefit when you retire.

Main Line Health's pension plan is funded in accordance with IRS regulations and covers all employees who work at least 1,000 hours during a plan year. The plan year is January 1 through December 31. You cannot make contributions to or withdrawals from your pension plan.

How Much Is My Pension Benefit?

The amount of your benefit depends on your age at retirement, years of service and compensation. The current plan provisions became effective on January 1, 2011, and use the following career earnings formula.

Your Pension Benefit for each **year of benefit service** since January 1, 2011* =

1.25% of your earnings for any year in which you made less than your **Covered Compensation**

PLUS

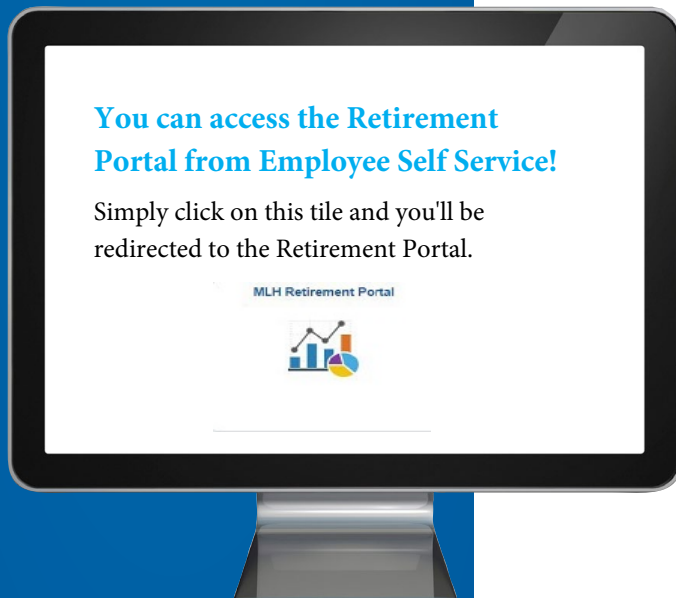
1.75% of your earnings in excess of your **Covered Compensation** for any year in which you made more than your **Covered Compensation**

Add the Pension Benefit you earned since January 1, 2011, to any pension benefits you earned before 2011 if you participated in either the Main Line Health pension plan or Riddle pension plan.

**Benefits for grandfathered and transition employees of the Riddle pension plan and Main Line Health pension plan (before 2011) accrue benefits in accordance with those plans.*

You Don't Have to Do the Math!

You don't need an actuary or a calculator to determine your pension benefit. You can instantly estimate the amount of your pension benefit payout based on the retirement scenarios you select by accessing the MLH Retirement Portal by clicking on the MLH Retirement Portal tile in Employee Self Service.



When Can I Start Collecting My Pension?

You can begin receiving your benefit at early, normal or late retirement.

Retirement Type	Definition
Normal Retirement	<p>You are entitled to receive your full pension when you reach normal retirement age. You will reach normal retirement age on the earlier of:</p> <ul style="list-style-type: none"> ■ Your 65th birthday, provided you have at least five vesting years, or ■ On or after your 65th birthday, if you have reached the 5th anniversary of the date you became a participant in the MLH pension plan
Early Retirement	<p>You may retire early and receive a reduced benefit when you reach age 55 and have at least five years of vesting service.</p> <p>Early retirement benefits are calculated using the same formula as normal retirement benefits.</p> <p>If you wait to start receiving benefits until you reach your normal retirement date, you will receive your full normal retirement benefit. If you retire and decide to begin receiving benefits early, however, payments will be reduced because they are expected to be made over a longer period of time.</p> <p>Early Retirement Reduction Factor Chart</p>
Late or Postponed Retirement	<p>If you continue to work after your normal retirement date, any additional applicable years of benefit service and pay will be used to determine your pension benefit.</p>



If you terminate prior to age 65 you should commence your benefit at age 65. Please note that if you are terminated you cannot postpone payment past your Required Minimum Distribution Date. If you do not elect to commence your benefit by this date, the IRS may apply a 50% excise tax to the portion of your benefit that should have been distributed.

Access the MLH Retirement Portal in Employee Self Service



Main Line Health Pension Plan Details

Eligibility

You become a participant on the next January 1 or July 1 after you fulfill the eligibility requirements of reaching age 21 and completing one eligibility year with a Main Line Health institution.

Vesting

“Vesting” refers to your right to the benefit you have accrued. You are considered fully vested in your pension benefit — meaning, you have earned a right to that benefit that you cannot lose — after completing five “vesting years” with any facility that is part of the MLH System. A “vesting year” is defined as any calendar year of service in which you are credited with at least 1,000 hours at an MLH System facility.

How Your Pension Benefit is Calculated

As you might imagine, Main Line Health’s pension plans have changed over the years as our organization has grown, so calculating your pension benefit can require several steps, depending on when you first participated in the plan. We encourage you to visit the MLH Retirement Portal available in Employee Self Service to view your current benefit. You can estimate your benefit using various scenarios to determine how much you will receive at retirement.

Your pension benefit equals your benefit earned since January 1, 2011, plus your benefit earned before that date.

Your Pension Benefit Earned SINCE January 1, 2011

Our current MLH pension plan formula is based on a career earnings model.

Your Pension Benefit* = 1.25% x **Career Earnings** UP TO your **Covered Compensation** for each year of benefit service since 2010

PLUS

1.75% x **Career Earnings** IN EXCESS OF Your **Covered Compensation** for each year of benefit service since 2010

Your Distribution Options

The MLH pension plan offers different payment options to provide income to your surviving beneficiary in the event of your death. Depending on your situation, you may be required to select one of the “normal” forms of payment unless you, or your beneficiary, waive the right in writing. **This page** includes a summary; please refer to the MLH pension plan summary plan description for more detailed information. You will also be provided with a written explanation of the payment forms available to you prior to your retirement or, in the event of your death, to your beneficiary(ies), if applicable.

PARTICIPANT	NORMAL FORM OF PAYMENT
Single	Single life annuity. Under this form of payment, you will receive monthly benefits for as long as you live. Once you die, all benefit payments will stop.
Married	50% Joint and Survivor (J&S) Annuity. The 50% Joint and Survivor Annuity provides you with a reduced monthly payment throughout your lifetime whether or not your spouse survives you. If you die before your spouse, 50% of your monthly benefit will be paid to your spouse each month for the remainder of his or her life. Your reduced benefit under this payment option will be actuarially equivalent to the monthly benefit you would have received as a single participant under the single life annuity.
Any marital status with lump-sum equivalent pension benefit between \$1,000 and \$7,000	<p>You may choose between an Automatic Rollover to an Individual Retirement Account (IRA) or a Lump-Sum payment.</p> <p>Lump-Sum. If the present value of your pension benefit is between \$1,000 and \$7,000, the plan will automatically pay the benefit to you in the form of a lump sum as soon as administratively practical following your completion of the cash-out election form. Your consent is not required for amounts less than \$1,000.</p> <p>Rollover to IRA. If the present value of your pension benefit is between \$1,000 and \$7,000 and you do not complete an election for a cash-out, direct rollover or combination of the two, the distribution must be rolled over into an IRA.</p>

If the normal form does not meet your needs, you can choose one of the following optional forms of payment by notifying the Human Resources department, in writing, before your pension benefits begin:

Life Annuity with 5 Years (60 Months) or 10 Years (120 Months) or 15 Years (180 Months) of Guaranteed Payments

These forms of payment may have one or several beneficiaries, while all other forms of payment may have one beneficiary.

This option provides a reduced monthly payment for your life, but guarantees payments for 5 years (60 months) or 10 years (120 months) or 15 years (180 months), whichever you elect. If you die before receiving the guaranteed number of payments, your designated beneficiary will receive your monthly payment for the balance of the guaranteed period.

If your beneficiary dies before you start to receive benefits, your election is automatically canceled and you will need to designate a new beneficiary. If your beneficiary dies before you, but after you start receiving benefits, you may name a new beneficiary, but you cannot elect another form of benefit. If both you and your beneficiary die before the guaranteed number of payments have been made, the balance of the payments will be made to the estate of the last survivor.

Joint and Survivor Annuity

If you choose this form, your monthly payments will be reduced, but you may elect to have 50%, 75% or 100% of that amount paid after your death to your designated beneficiary for his or her lifetime. The reduction in your monthly payments depends on your age and the age of your beneficiary. If you are married and wish to designate a beneficiary other than your spouse, your spouse must give written, witnessed consent to your election.

If, after you have elected a form of payment, your beneficiary dies before you start to receive benefits, your election is automatically canceled and you will need to designate a new beneficiary. If your beneficiary dies before you, but after you start receiving benefits, you will continue to receive your reduced benefit for life and may not name a new beneficiary.

Lump Sum

Beginning June, 2025 participants will be able to select a lump sum payment option. This is a single payment of the value of your total vested benefit under the Plan. No additional benefits will be paid after you receive a lump sum.



Life Changes

Change in Marital Status

If you are married when you retire, you will be deemed to have designated your spouse as beneficiary unless you designate another beneficiary in writing and your spouse gives written, notarized consent. You do not designate your beneficiary until retirement.

Ordinarily, your pension cannot be assigned, which means that it can be paid only to you or your designated beneficiary. However, if you become a party to a divorce, or you become liable for support or alimony payments, a court may issue a “qualified domestic relations order” that legally requires the plan to pay all or a portion of your benefits to your spouse, ex-spouse, children or other dependent.

Changes in Employment with Main Line Health

What happens if I leave Main Line Health?

If you are vested in your pension benefit, you have a right to the benefit accrued to that point. If you are vested, you will receive a “Notification of Vested Benefit” letter the year after you leave, letting you know your vested benefit in the pension plan. This letter should be kept with your important papers. It will give you the amount of your monthly pension check at age 65. Contact the [Main Line Pension Service Center \(HR4U\)](#) at [\(866\)-924-1015](#) when you are ready to commence your benefit. Please remember to keep us informed of any change in address.

What happens if I’m re-employed by Main Line Health after becoming a participant?

If you leave MLH after reaching age 21 and completing one eligibility year, you will generally become a participant on your rehire date if you:

- Had a vested interest in the plan at the time you terminated employment, or
- Are rehired before you have five consecutive one-year breaks in service

If You Are Sick or Disabled

Paid hours for Basic Leave and Extended Leave Time are included in your Hours of Service.

If You Die Before Retirement

If you die before retiring, your spouse may be eligible to receive a survivor benefit. The amount will depend on several factors, including your years of vesting service, the benefit you accrued as of your date of death and the date payments commence to your spouse.

What is the death benefit if I die before I retire, but with a vested pension benefit?

If you die before you retire and you are not legally married, no benefit is payable. If you are legally married (includes same-sex marriage) and die before you begin to receive benefits, your surviving spouse is entitled to a benefit if you die after you are vested (even if you are no longer employed by an MLH institution).

The benefit paid to your spouse will be calculated assuming that:

- Your employment ended on the date of your death (or termination of employment, if earlier)
- You retired immediately before the benefit commencement date elected by your spouse after electing a 50% Joint and Survivor Annuity, and
- You died the next day.

If the present value of the death benefit is \$7,000 or less, the plan will automatically pay the benefit to your spouse in a lump sum as soon as practical after your death. Otherwise, your spouse may begin, at his or her election, after your death or as late as your normal retirement date.

What is the death benefit if I die while my pension is being paid?

If you die after your benefits have started, any death benefits will be paid according to the option you selected.

Preparing to Retire

Remember to inform your supervisor if you are considering retirement. We ask that when you are planning to retire that you provide at least 90 days notice so that your team and Main Line Health can plan accordingly. Once you have informed your supervisor, contact the [Main Line Pension Service Center \(HR4U\)](#) at [\(866\)-924-1015](tel:866-924-1015) to let them know your termination date and requested commencement date.

When you receive your retirement package, you may call the [Main Line Pension Service Center \(HR4U\)](#) to discuss any questions you may have. Please note that you will not receive your pension payment until your termination date and final pay and hours have been received and a final calculation has been done.

The Social Security full retirement age is gradually increasing. Main Line Health's pension plan full retirement age remains at 65. Contact your Social Security office for information regarding your Social Security benefits or go online to www.ssa.gov.

Call HR4U at 484-580-4748 with any questions related to your health, life or basic leave benefits when you retire.



Appendix

Definitions

Break in Service

A **break in service** is the 12-month period beginning on your employment date (or the first day of any calendar year after that) in which you do not complete 500 hours of service. Before we determine if you incurred a break in service, you will be credited with up to 501 hours of service for any period of absence from work because of your pregnancy, the birth of your child, the placement of a child in your home for the purpose of adoption or the caring for your child following birth or placement for adoption.

Career Earnings

Your **career earnings** are based on the pay (see “Earnings or Pay” at right) you receive on a calendar year basis from MLH while you are an active participant in the MLH pension plan. This term applies only to the career earnings formula.

Covered Compensation

Your **covered compensation** is the average of the wages subject to Social Security tax each year during the 35 years ending with the plan year you reach Social Security retirement age (65 for those born before 1938, 66 for those born from 1938 through 1953, and 67 for those born in 1954 or later).

Earnings or Pay

Your **earnings or pay** is your annual base pay plus overtime, shift differential, on-call pay, incentive pay, certain types of incentive bonuses and any contributions that you make to the MLH Retirement Savings plan. Your pay does not include scholarships, discretionary bonuses, expense reimbursements and severance payments paid to you under the benefit plan. The Internal Revenue Code limits the amount of pay that may be counted for plan purposes each year. As an example: in 2025, the maximum amount of pay counted toward the plan is \$350,000.

Appendix

Definitions

Eligibility Year

An **eligibility year** is a 12-month period beginning on your date of hire or the first day of any subsequent calendar year in which you complete at least 1,000 hours of service with MLH.

Highly-Compensated Employee

A **highly-compensated employee** is an individual who, for the preceding year, received compensation in excess of the dollar limit (\$160,000 for 2025) and was in the top 20% of employees when ranked by compensation.

Hour of Service

An **hour of service** means:

- Each hour for which you actually work and are entitled to be paid, including overtime hours
- Paid holidays, paid vacations, paid hours for Basic Leave and Extended Leave time

Examples of the types of hours not included are Basic Leave Cash-In, Unpaid Leave of Absence, and Non-productive non-paid hours. If you are a full-time exempt employee, you will be credited with full-time hours of service for each calendar month in which you complete one hour of service.

Year of Benefit Service

A **year of benefit service** is a calendar year in which you are credited with 1,000 hours of service as an active MLH pension plan participant with MLH. If you do not complete 1,000 hours of service during your first or last year of benefit service, you will be credited with 1/12 of a year of benefit service for each month in which you completed 83 1/3 hours of service.

Early Retirement Reduction Factors

The impact an early retirement has on your pension depends on several factors, including your age at the time you begin receiving benefits and whether or not you were considered a grandfathered or a transition employee. Under the MLH pension plan, your accrued benefit is currently reduced actuarially for each year in which your early retirement commencement date precedes your normal retirement date.

Assuming you were not in either the grandfathered or transition employee groups, the portion of your benefit earned under the final average pay and/or the career earnings formula will be reduced in accordance with the table set forth below.

To estimate the effect of early retirement on your retirement benefit, please visit [the retirement portal](#).

Age When Benefit Begins	Amount of Reduction if Pension Begins Early	Amount of Normal Retirement You Receive
55	60%	40%
56	56%	44%
57	52%	48%
58	48%	52%
59	43%	57%
60	38%	62%
61	32%	68%
62	25%	75%
63	18%	82%
64	9%	91%
65	0%	100%

Have a Question?



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Calculate Your Pension Benefit

Access the Retirement Portal by clicking on the file in Employee Self Service.

General Questions about Your Main Line Health Pension Plan

Main Line Pension Service Center (HR4U) at (866)-924-1015

Your Main Line Health Retirement Savings Account (403(b))

Visit www.vanguard.com

Notices: While we have made every effort to accurately report the plans and features described in this guide, if there is any inconsistency between the information contained in this guide and the official plan documents, the plan documents will govern. This guide cannot modify any plan document and no individual can acquire or relinquish rights because of a statement made in this guide. Eligibility for benefits is not a guarantee of future employment and your participation in any plan or feature is subject to eligibility terms of the plan or feature. Except as otherwise described in the plan documents, no person may alter any plan provision or contract that is part of a plan document. Subject to applicable law and applicable collective bargaining agreements, Main Line Health may amend or terminate any plan or feature, in its sole discretion, at any time.