

Cedars-Sinai 403(b) Retirement Plan

Summary Plan Description (SPD)

Effective as of January 1, 2024

Benefit Resources

For information about...	Contact...
<ul style="list-style-type: none"> • Enrolling • Changing or stopping contributions • Restart contributions if rehired • Learning the basics of investing and 403(b) Plan investments • Obtaining prospectuses and other written materials 	<p>Enroll online at Cedars-Sinai.BeReady2Retire.com OR</p> <p>Voya Financial office at Cedars-Sinai Medical Center Ray Charles Cafeteria, Suite 1631A Open weekdays, during regular business hours</p> <p>Phone: 310-423-0974</p> <p>Web: Cedars-Sinai.BeReady2Retire.com voyaretirementplans.com</p>
<ul style="list-style-type: none"> • Applying for benefits • Finding your account balance • Changing investments • Applying for a loan or hardship withdrawal • Using online investment education materials and tools • Using online financial planning materials and tools • Obtaining prospectuses or trust profiles, financial statements, annual operating expenses and other reports related to investment alternatives • Obtaining a list of the underlying assets in each of the investment funds, the value of each holding, a description of all investments • Obtaining fund valuation and performance information (overall and individualized) and any transaction fees • Designating or changing beneficiaries 	<p>Phone: 800-584-6001</p> <p>Web: Cedars-Sinai.BeReady2Retire.com voyaretirementplans.com</p> <p>App:</p> <div style="display: flex; flex-direction: column; align-items: center;">  <p>Apple</p>  <p>GooglePlay</p> </div>
<ul style="list-style-type: none"> • Where to request U.S.-issued marriage and birth records 	<p>CDC Vital Statistics</p> <p>Web: cdc.gov/nchs/w2w</p>
<ul style="list-style-type: none"> • Prior 403(b) Plan accounts held by 403(b) Plan vendors 	<p>AXA/Equitable</p> <p>Phone: 800-628-6673</p> <p>Web: equitable.com</p> <hr/> <p>Lincoln National</p> <p>Phone: 800-454-6265</p> <p>Web: lincolnlife.com</p> <hr/> <p>TIAA</p>

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This Summary Plan Description (SPD) summarizes your retirement benefits under the Cedars-Sinai 403(b) Retirement Plan (Plan or 403(b) Plan). The official plan document provides more complete details of the 403(b) Plan. If there is any conflict between the statements in this booklet and the 403(b) Plan document, the terms of the 403(b) Plan document will govern all rights and obligations of participants, beneficiaries, Plan fiduciaries and the organization. The Plan Administrator has sole discretion to interpret and apply the terms and conditions of the 403(b) Plan described in this booklet. These interpretations and decisions on all matters arising under the 403(b) Plan are final and binding on all parties. Cedars-Sinai reserves the right to amend (or even terminate) these benefits, for any reason, anytime, without prior consent by notice to Plan participants or beneficiaries. Neither this booklet nor any of the organization's policies or benefit programs should be considered a contract for purposes of employment or payment of compensation or benefits. Neither the receipt of this SPD nor the use of the term "you" indicates that you are eligible for a benefit under the 403(b) Plan. Only those employees who satisfy the eligibility requirements and other criteria contained in the 403(b) Plan are eligible for a benefit. Neither the receipt of this SPD nor the terms of the 403(b) Plan creates a right for any employee to be retained in the employment of Cedars-Sinai or any related employer.

INVEST IN YOUR FUTURE

Retirement may seem like a long way off but saving money consistently throughout your working life—even just a small amount—can make a big difference in how comfortably you live when you're older. After all, even if you are eligible for Social Security and employer retirement plans, they aren't designed to be your only sources of retirement income.

You also need to save for retirement, and the 403(b) Plan is designed to help you save. Putting aside some of your income for your future may seem hard to do, but you can't afford to miss out when you look at all the advantages the 403(b) Plan offers.

- You choose to make retirement contributions through convenient payroll deductions.
- You can make contributions on a pre-tax basis, thus reducing your current taxable income, or you can contribute on a Roth post-tax basis.
- You can choose to invest your account in a variety of investment options available through Voya Financial.
- If you leave Cedars-Sinai (including its affiliates), you can roll your account into an IRA, a Roth IRA, or another employer's qualified retirement plan so your savings will continue to grow and income taxes will continue to be deferred until you're ready to retire.
- If you are a match-eligible employee, Cedars-Sinai matches the lesser of 50% of your employee contributions to the 403(b) Plan up to 3% of your annual eligible pay. You will receive the maximum matching contribution if you contribute at least 6% of your eligible pay.

Enroll in the 403(b) Plan—Now or anytime

Who's eligible to make employee contributions (pre-tax and Roth)

Any employee who receives a paycheck from Cedars-Sinai Medical Center or Cedars-Sinai Medical Foundation.

The following individuals are not eligible to participate in the 403(b) Plan: individuals who are not common-law employees of Cedars-Sinai Medical Center or Cedars-Sinai Medical Foundation, such as leased employees, independent contractors or staffing agency employees.

Who's eligible to receive matching contributions

After completing one year of eligible service, any employee who receives a paycheck from Cedars-Sinai Medical Center or Cedars-Sinai Medical Foundation except for (1) non-benefited employees and (2) per diem employees hired after June 30, 1989.

How to enroll

You must enroll to participate

Enroll online at Cedars-Sinai.BeReady2Retire.com under the Enroll Now section of the web page.

OR

Call the Voya Financial Customer Service Center at 800-584-6001.

The on-campus office is also available to answer any questions:

Cedars-Sinai Medical Center

Ray Charles Cafeteria, Suite 1631A

Open weekdays, during regular business hours

Phone: 310-423-0974

When you can enroll

There is no waiting period to start contributing to the Plan. However, you will not be able to enroll in the Plan until Voya has received your Cedars-Sinai employment data which could take up to two weeks after your Cedars-Sinai hire date.

Enroll in the 403(b) Plan—Now or anytime

If you are rehired

Your prior contribution election was stopped when your employment ended. If rehired, you can restart your contributions by making a new contribution election online at [Cedars-Sinai.BeReady2Retire.com](https://cedars-sinai.com/BeReady2Retire.com) or by calling Voya Financial Customer Service Center at 800-584-6001. You can use your prior username and password. You can make this election at any time after rehire, and your contributions will re-commence as soon as administratively possible.

PLAN HIGHLIGHTS

403(b) Plan Highlights

Type of benefit	<ul style="list-style-type: none"> The 403(b) Plan is a defined contribution plan. You receive the amount of your account balance.
How the 403(b) Plan works	<ul style="list-style-type: none"> You elect to contribute a portion of your eligible pay on a pre-tax or Roth basis (or a combination of both) to your 403(b) Plan account. You direct the investment of your account. Your pre-tax and any matching contributions, as adjusted for investment earnings or losses, accumulate in your account on a tax-deferred basis and are generally not taxed until you receive a distribution. Roth contributions are deducted from your paychecks on an after-tax basis and your accumulated Roth contributions and investment earnings associated with them will be tax-free upon distribution if certain conditions are met. Your benefit is your account balance when you take it from the 403(b) Plan; you can have it paid as a lump sum, or in monthly, quarterly, semi-annual or annual payments, or as a monthly payment (annuity) guaranteed over your lifetime or the joint lifetimes of you and your spouse or other joint annuitant. Note, if you are married, you will need your spouse's consent if you elect a distribution form other than a joint and survivor annuity. If you are a match-eligible employee, Cedars-Sinai matches the lesser of 50% of your employee contributions to the 403(b) Plan up to 3% of your annual eligible pay. You will receive the maximum matching contribution if you contribute at least 6% of your eligible pay.
Who contributes to this plan	<ul style="list-style-type: none"> Cedars-Sinai contributes your pre-tax and Roth contributions to the 403(b) Plan on your behalf. If you're a match-eligible employee, and you make employee contributions to the 403(b) Plan, Cedars-Sinai makes matching contributions on your behalf starting with the first bi-weekly paycheck you receive after you have completed one year of eligible service (See Eligible Service.)
Account investments	<ul style="list-style-type: none"> Your account balance reflects investment earnings and losses, as applicable. You direct the investment of contributions in your account from an array of investment options through Voya Financial.
When benefits can be paid	<ul style="list-style-type: none"> Benefits are portable. This means that when you leave employment with Cedars-Sinai and its affiliates, you may take your account balance with you. (Any pre-tax and matching contributions that you do not roll over are subject to regular income taxes and if you are under age 59½, generally an additional 10% early withdrawal penalty tax. Your Roth contributions are not subject to income taxes when distributed because you pay income taxes on them in the year contributed to the Plan. Any earnings on Roth contributions will not be taxable if a distribution is made at least five taxable years after you first make Roth contributions to the 403(b) Plan <u>and</u> occurs after your attainment of age 59½, death, or permanent and total disability. Any investment earnings on Roth contributions are taxable if a distribution of your Roth contributions is taken before these requirements are met. You can withdraw your money from your 403(b) Plan account while still working if you have attained age 59½, otherwise you must leave employment with Cedars-Sinai and affiliates to have the account paid out to you. Loans are available from your 403(b) Plan account balance. Hardship withdrawals are available from your 403(b) Plan account.

403(b) Plan Highlights

How benefits can be paid

- Lump sum—You may take a distribution of a full or partial lump-sum payment, paid directly to you or rolled over to an IRA, Roth IRA or another eligible retirement plan.
- Annuity—A monthly payment guaranteed for life that you purchase from Voya when you retire.
- Installment payments—A series of monthly, quarterly, semi-annual, or annual payments for a fixed period.

Note, if you are married, you will need your spouse's consent if you elect a distribution form other than a joint and survivor annuity.

Statements

- You receive quarterly statements from Voya Financial.
- Statements can also be accessed by logging in to your 403(b) account at Voya Financial: Cedars-Sinai.BeReady2Retire.com

Notes for long-service employees

- If you have an account with a prior 403(b) Plan vendor, see [Benefit Resources](#) for vendor contact information.

HOW THE 403(b) RETIREMENT PLAN WORKS

The 403(b) Plan is an effective way for employees of not-for-profit organizations to save for retirement. The 403(b) Plan allows you to contribute a portion of your eligible pay and invest that money so that when you retire, the money in your account can be a source of retirement income. Your account is adjusted for investment earnings and losses, as applicable, based on the experience of the investment fund(s) your account is invested in.

When you enroll in the 403(b) Plan, you can elect to make 403(b) contributions on a pre-tax or Roth basis (or a combination of both). Each type of employee contribution has its advantages:

- Pre-tax contributions: You would normally pay income tax on the money you earn at the time it is deducted from your paychecks. However, you do not pay income taxes on the portion of your pay that you elect to contribute into the 403(b) Plan on a pre-tax basis until you take the money out of the 403(b) Plan.
- Pre-tax contribution investment gains/losses: Money in your 403(b) pre-tax account is adjusted for investment gains/losses. The income tax on any investment gains is generally deferred until you take it out of the 403(b) Plan.
- Roth contributions: You pay income tax on any Roth contributions at the time those amounts are deducted from your pay (and before those contributions go into the 403(b) Plan).
- Investment gains/losses on Roth contributions: Your Roth contributions and investment gains/losses on your Roth contributions are withdrawn tax-free (that is, avoid paying taxes on all investment earnings associated with your Roth contributions), provided that (1) at least 5-consecutive taxable years have passed from the date you first elected to make Roth contributions to the 403(b) Plan, and (2) the distribution occurs after your attainment of age 59½, death, or permanent and total disability .

We recommend you consult with your own tax advisor to determine if making 403(b) contributions on a pre-tax or Roth basis, or a combination of the two is best for your personal situation.

Your pre-tax and Roth contributions are deposited into an account in the 403(b) Plan on your behalf. You may invest your account in any combination of the investment options offered in the 403(b) Plan.

Voya Financial—Plan record keeper

Cedars-Sinai has selected Voya Financial to administer the 403(b) Plan. Voya Financial has local financial professionals on the CSMC campus who can answer questions and provide basic investment education with respect to the investment options available to you.

Make an appointment (preferred) or stop by at your convenience.

- Phone: 310-423-0974
- Office: Cedars-Sinai Medical Center
Ray Charles Cafeteria, Suite 1631A

ELIGIBILITY AND ENROLLMENT

ELIGIBILITY REQUIREMENTS FOR EMPLOYEE CONTRIBUTIONS

Any employee who receives a paycheck from Cedars-Sinai Medical Center or Cedars-Sinai Medical Care Foundation may participate in the 403(b) Plan for purposes of making employee contributions (on a pre-tax or Roth basis or a combination of both).

The following individuals are not eligible to participate in the 403(b) Plan: leased employees, independent contractors or staffing agency employees.

Starting Participation and Enrollment

You are eligible to begin participating in the 403(b) Plan for employee contribution purposes after you have been paid for one hour of service.

You can enroll at any time online:

[Cedars-Sinai.BeReady2Retire.com](https://cedars-sinai.be-ready2retire.com) > then click on Enroll Now.

ELIGIBILITY REQUIREMENTS FOR MATCHING CONTRIBUTIONS

To receive matching contributions to the Plan from Cedars-Sinai, you must:

- Elect to contribute a portion of your paycheck to the 403(b) Plan.
- Complete one year of eligible service (see **Eligible Service** below).

The following employees are not eligible to receive matching contributions:

- Per diem employees hired after June 30, 1989.
- Employees who are classified by Cedars-Sinai as non-benefited employees.

Eligible Service

You will complete one year of eligible service on the last day of the 12-consecutive month period beginning on your hire date.

Eligible service includes:

- **Paid hours**—Hours you are paid or entitled to be paid, such as paid time off (vacation, holiday and sick leave).
- **Service with an organization that became part of Cedars-Sinai**—Employees of organizations or companies acquired by Cedars-Sinai may be eligible to receive service credit for paid hours from these organizations before the date of acquisition. Please contact the [Plan Administrator](#) for additional details if you are affected by this. Generally, you must have been employed by the predecessor entity as of the date of the acquisition to receive this service credit.

CONTRIBUTIONS

YOUR EMPLOYEE CONTRIBUTIONS

You may make employee contributions (pre-tax, Roth, or a combination of both) in a dollar amount or percentage of eligible pay from your bi-weekly paychecks, up to the annual IRS limit (402(g) limit).

- The IRS limit is \$23,000 in 2024 and \$23,500 for 2025 (this limit may be indexed for changes in the cost of living periodically).
- If you will be at least age 50 by the end of the calendar year, you may contribute up to an additional \$7,500 in 2024 and \$7,500 for 2025 (indexed for changes in the cost of living periodically) in catch-up contributions. If you will be 60, 61, 62 or 63 years old at the end of the 2025 calendar year, your catch-up

Example: Contributing 6% of Pay to Get the Maximum Match

Gloria earns \$50,000 per year and elects to contribute 6% of eligible pay to her 403(b) Plan account. Since Gloria contributes 6% of eligible pay, the match will equal 50% of what Gloria contributes. Employee and matching contributions are made each bi-weekly pay period.

	Bi-Weekly Pay	Gloria's Contribution	Match	Total Contribution
1 st Paycheck	\$1,923	x 6% = \$115.38	x 50% = \$57.69	\$173.07
Next 25 Paychecks	\$48,077	x 6% = \$2,884.62	x 50% = \$1,442.31	\$4,326.93
Annually	\$50,000	x 6% = \$3,000	x 50% = \$1,500	\$4,500

Because Gloria contributes 6% of her annual pay, she receives the maximum 3% match ($\$50,000 \times 3\% = \$1,500$). Matching formula is lesser of (1) 50% of the sum of your pre-tax and Roth contributions or (2) 3% of your annual eligible pay.

Example: Contributing Less Than 6% of Pay

Jayden earns \$50,000 per year and elects to contribute \$50 per pay period (which is less than 6% of his eligible pay) to his 403(b) Plan account. Employee and matching contributions are made each bi-weekly pay period.

limit is \$11,250 in 2025. Catch-up contribution election will not start until after your regular contributions have reached the annual IRS limit (\$23,500 in 2025).

MATCHING CONTRIBUTIONS

If you're a match eligible employee (see below), Cedars-Sinai makes matching contributions to your 403(b) Plan account starting with the first bi-weekly paycheck you receive after you have completed one year of eligible service. The match formula is the lesser of 50% of your employee contributions to the 403(b) Plan up to 3% of your annual eligible pay. You will receive the maximum matching contribution if you contribute at least 6% of your eligible pay.

	Bi-Weekly Pay	Jayden's Contributions	Match	Total Contribution
1 st Paycheck	\$1,923	\$50	x 50% = \$25	\$75
Next 25 Paychecks	\$48,077	\$1,250	x 50% = \$625	\$1,875
Annually	\$50,000	\$1,300	x 50% = \$650	\$1,950

Matching formula is lesser of 50% of your employee contributions or 3% of your annual eligible pay. Because Jayden contributes less than 6% of his annual eligible pay, he receives less than the maximum 3% match ($\$650 / \$50,000 = 1.3\%$).

ELIGIBLE PAY

403(b) Plan employee and matching contributions depend on your eligible pay. Eligible pay for 403(b) Plan contribution purposes includes the following, up to IRS limits (\$345,000 in 2024, \$350,000 for 2025, and as adjusted periodically for changes in the cost of living):

- Your total wages (as reportable on your W-2 form).¹
- Pre-tax contributions you make for employee benefits—for instance, pre-tax healthcare premiums, 403(b) Plan pre-tax contributions, Cedars-Sinai 457(b) Plan contributions, or transportation benefits.
- .
-).
- Differential wage payments for qualified military service (see [Military Leave Rights](#)).

Back pay is treated as eligible compensation only in the Plan Year it is paid, not in the Plan Year to which it relates, and only to the extent the back pay represents Compensation that would otherwise be included for Plan contribution purposes.

Eligible pay for 403(b) Plan contribution purposes excludes:

- Supplemental Retirement Allowance (SRA) and Capital Accumulation Account (CAA) payments.
- Effective January 1, 2024, imputed income.
- Severance pay

ANNUAL CONTRIBUTION LIMIT

In addition to the annual limit on your pre-tax and Roth employee contributions, the IRS also puts an annual limit on the combined 403(b) Plan account contributions from you (not including Catch-up contributions) and Cedars-Sinai (if any). This limit is the lesser of 100% of your annual pay or \$69,000 for 2024 (\$70,000 for 2025); this number is periodically adjusted for changes in the cost of living).

VESTING

Your 403(b) account is always 100% vested.

CHANGING YOUR CONTRIBUTIONS

You can change the amount you contribute or stop contributing to your 403(b) Plan account at any time on the Voya Financial App, by going online at [Cedars-Sinai.BeReady2Retire.com](https://cedars-sinai.be-ready2retire.com) or by contacting a Voya Financial representative at (800) 584-6001. You can also talk to one of the onsite Voya financial professionals at their Cedars-Sinai onsite office if you have any questions. (See [Benefit Resources](#).)

ROLLOVERS TO THIS PLAN

If you receive a distribution from an eligible retirement plan with a previous employer, you may be able to transfer that money into the 403(b) Plan. These types of transfers are called rollovers. The 403(b) Plan can accept lump-sum, cash distributions from the following types of eligible retirement plans:

- Qualified retirement plans (for example, 401(a) plans and 401(k) plans).
- 403(b) plans.
- Government 457(b) plans.
- Individual Retirement Accounts (IRAs)—subject to certain requirements.
- Cedars-Sinai DC Plan account balances (upon becoming eligible to receive a distribution of your DC Plan account).

The Plan Administrator will not accept any rollovers that jeopardize the tax status of the 403(b) Plan.

The money you roll over to the 403(b) Plan can come from employee and employer pre-tax contributions or money from Roth contributions. You may need to provide documentation that the rollover money is from one of the eligible types of retirement plans listed above. In addition, you cannot roll over certain periodic payments, hardship distributions, or any required minimum distributions.

The rollover must be deposited in the 403(b) Plan within 60 days from the date it was paid to you, either by:

- A wire transfer made directly from your previous employer's plan or an investment institution in the case of an IRA; or

¹ Your Form W-2 includes Some forms of pay received soon after your employment ends (for example, regular pay, leave cash outs and certain deferred

compensation, and severance pay that is pay for services and paid on or before your termination date.

- A check from your previous employer's plan made payable to Voya Financial Institutional Trust Co. F/B/O "Participant Name," including your Social Security number, and the Voya plan number (666032) on the check.

Contact Voya Financial for rollover procedures and required forms:

- Voya Financial Act Team: (866) 865-2660
 - Voya Financial onsite office phone: 310-423-0974
 - Voya Financial web:
Cedars-Sinai.BeReady2Retire.com
-

WHEN CONTRIBUTIONS ARE CREDITED TO YOUR ACCOUNT

Employee Contributions

The money you elect to contribute into the 403(b) Plan is sent by Cedars-Sinai to Voya Financial where such contribution is deposited into your account. This process occurs within days after each pay day.

Matching Contributions

Matching contributions are calculated each pay day, subject to the provision described in the Quarterly Reconciliation section below. To be eligible for a matching contribution, you must be a match-eligible employee, as described earlier under Eligibility Requirements for Matching Contributions. The matching contribution is pre-tax and is based on the amount of your pre-tax and Roth contributions each pay day. The matching contribution is deposited into your account at the same time as your employee contributions. It is allocated to your account according to your investment elections at the time it is deposited.

ACCOUNTS WITH PREVIOUS VENDORS

If you are a long-time employee, you may still have an account with a previous 403(b) vendor (AXA/Equitable, Lincoln National or TIAA-CREF). The contact information for these vendors is listed under [Benefit Resources](#) at the beginning of this SPD.

Accounts from a previous vendor can be moved to Voya Financial anytime through a contract exchange. Contract exchanges to previous 403(b) Plan vendors are not allowed and 403(b) Plan accounts with Voya Financial cannot be moved to any of the prior 403(b) Plan vendors.

QUARTERLY RECONCILIATION

Since you may elect to make your 403(b) Plan employee contributions early or later in a plan year (Jan.1-Dec. 31), or evenly throughout the year, matching contributions are reconciled each quarter. This is because matching contributions are contributed to the 403(b) Plan each pay period, while the maximum matching contributions are based on your annual eligible pay. This means that your total contributions each quarter are reviewed and the associated matching contributions are trued-up, if necessary, to ensure that you receive the maximum matching contribution that you are entitled to at year end.

For example, a high wage earner who is under age 50 and contributes a large percentage of pay early in the year might hit the IRS employee contribution limit (\$23,000 in 2024 and \$23,500 in 2025) before year-end and would have to

stop contributing to the 403(b) Plan. This might result in a smaller matching contribution than if the employee had made employee contributions evenly throughout the Plan Year. To avoid this outcome, the per pay period matching contributions are reviewed at the end of each quarter. If needed, additional matching contributions are made to the employee’s account so that their annual matching contributions are the lesser of 50% of their annual employee contributions or 3% of their annual eligible pay.

In addition, matching contributions are based on your employee contributions made during the entire plan year but your eligible pay only while you are eligible for matching contributions. Each quarterly reconciliation captures these factors.

Example: Quarter-End Matching Contribution Reconciliation

For 2024, Olive earns \$100,000 per year (\$25,000 per quarter) and elects to contribute 25% of eligible pay. She reaches the IRS pre-tax contribution limit (\$23,000 in 2024) during Quarter 4 (but before year-end)), and her employee contributions stop for the rest of the year.

	Quarterly pay for match purposes	Quarterly pay X Olive's contribution	Quarterly pay X maximum match	Total contribution
Quarter 1	\$25,000	x 25% = \$6,250	x 3% = 750	\$7,000
Quarter 2	\$25,000	x 25% = \$6,250	x 3% = 750	\$7,000
Quarter 3	\$25,000	x 25% = \$6,250	x 3% = 750	\$7,000
Quarter 4	\$17,000	x 25% = \$4,250	x 3% = 510	\$4,760
End of Quarter 4	\$100,000	\$23,000	\$2,760	\$25,760
True Up Added	Based on \$8,000 (25k less 17k)		\$240	\$240
Annual Amounts	\$100,000	\$23,000	\$3,000	\$26,000

For 2024, Olive contributed at least 6% of eligible pay (\$6,000); however, since she reached the \$23,000 limit before the end of Quarter 4, only a portion of her Quarter 4 eligible pay (\$17,000 out of \$25,000) was recognized for the Quarter 4 matching contribution. However, since the maximum match formula is based on annual eligible pay, Olive’s maximum match is \$3,000 (the lesser of 3% x \$100,000 and 50% x \$23,000). Therefore, Olive will receive a true-up matching contribution of \$240 in her 403(b) Plan account so that her Quarter 4 matching contribution will equal \$750 and her annual match will equal \$3,000.

Benefit Statements

You'll receive a benefit statement for each calendar year quarter that you are a 403(b) Plan participant.

As mentioned above, matching contributions earned each pay period, are deposited into the 403(b) Plan each pay period. For example, a March 31 statement shows the matching contribution deposited in the first quarter representing the match that you received in the first quarter. However, matching true-up contributions will not be deposited into your 403(b) account until the following quarter.

You can access your Voya Financial quarterly statements from the Voya Financial website at [Cedars-Sinai.BeReady2Retire.com](https://cedars-sinai.be-ready2retire.com).

You also may check your account balance anytime at [Cedars-Sinai.BeReady2Retire.com](https://cedars-sinai.be-ready2retire.com) or by calling the interactive phone system at 800-584-6001.

INVESTMENT FUND OPTIONS

In addition to your employee contributions (and any Cedars-Sinai matching contributions), your 403(b) Plan account can grow through investment earnings. Keep in mind your account could also decrease, depending on investment performance.

The Cedars-Sinai Defined Contribution Retirement Plans Committee (the "Committee") selects the investment options for the 403(b) Plan in accordance with the 403(b) Plan investment policy. The Committee routinely reviews fund performance, and from time to time may add change or replace the core investment options.

You choose how to invest your employee contributions (and any Cedars-Sinai matching contributions) from an array of investment options through Voya Financial. Cedars-Sinai has an exclusive agreement with Voya Financial to provide investment and trust services for the 403(b) Plan.

Voya Financial will provide you with information on the amounts available for direction, the investment choices available to you, the frequency with which you can change your investment choices and other investment information. At the end of each calendar quarter, you will receive a benefit statement that provides information on your account balance and your investment returns. If you have any questions about the investment of your 403(b) Plan account, please contact Voya Financial. The Plan Administrator also may adopt rules and procedures to govern participant investment elections and directions under the 403(b) Plan.

The Plan Administrator will provide you the value of your account upon request. Unit values and performance for each designated investment option, a list of expenses that reduce the rate of return for each designated investment option and a schedule of the underlying assets for each designated investment option are also available upon request.

To obtain this information you must call Voya Financial at 800-584-6001 or go online at [Cedars-Sinai.BeReady2Retire.com](https://www.Cedars-Sinai.BeReady2Retire.com).

If you fail to designate how your account will be invested, the Committee has designated a default investment for the 403(b) Plan. If you do not make a proper investment election, your contributions will be deposited in your 403(b) Plan account into the default investment. Even if your account is invested in the default investment, you have the continuing right to direct the investment of your account in one or more of the investment choices available to you.

Mutual funds charge an investment management fee, expressed as a percentage, which is deducted from the investment returns of the fund. These fees vary from fund to fund and are disclosed in the Voya Financial enrollment materials and website. For example, mutual fund A has an 8% investment gain for the year. Its investment management fee of 1% is subtracted from the 8% gain, resulting in a 7% net return of gain for the investor. The investment returns shown on your 403(b) Plan statement are after all investment management fees are deducted.

The Committee, in reviewing and selecting investment funds for the 403(b) Plan (other than the Self-Directed Brokerage Account (SDBA), as explained in more detail below), takes into account a fund's investment management fee when choosing eligible investments under the 403(b) Plan.

INVESTMENT EDUCATION AND FINANCIAL PLANNING TOOLS

The local Voya financial professionals can provide basic investment education so you can select funds appropriate for your age, investment goals and risk tolerance. Schedule an appointment by contacting the Voya Financial office at: Cedars-Sinai Medical Center: 310-423-0974

You can also use the Voya Financial website at [Cedars-Sinai.BeReady2Retire.com](https://www.Cedars-Sinai.BeReady2Retire.com) to learn about investing—including personalized investment education through their Online Resource Center. The website also has online calculators and tools to help you with retirement and other financial planning.

MORE RESOURCES

To help you make informed choices, you will find the following information at [Cedars-Sinai.BeReady2Retire.com](https://www.Cedars-Sinai.BeReady2Retire.com) or the Voya Financial office at Cedars-Sinai Medical Center:

- Online investment education materials and tools.
- Online financial planning materials and tools.
- Prospectuses or trust profiles, financial statements, annual operating expenses and other reports related to investment alternatives.
- A list of the underlying assets in each of the investment funds, the value of each holding, a description of all investments.
- Valuation and performance information (overall and individualized) and any transaction fees.

CHANGING INVESTMENTS

You may transfer money among investment options anytime, subject to Voya Financial Excessive Trading policy.

The fastest way to make changes is on the Voya Financial App, or by logging into your account at [Cedars-Sinai.BeReady2Retire.com](https://cedars-sinai.beReady2Retire.com). You can also call Voya Financial National Customer Service (interactive telephone system) at 800-584-6001.

Asset transfers usually take effect the next day, after the close of the New York Stock Exchange. Exceptions are described in the investment prospectus.

SELF-DIRECTED BROKERAGE ACCOUNT

As a supplemental investment option, the 403(b) Plan offers a self-directed brokerage account (SDBA) through Schwab. You are responsible for any investments you choose through the SDBA.

This program provides access to a wider range of mutual funds across the potential risk and reward spectrum—from aggressive international growth to conservative bond funds. Choose from several thousand mutual funds, including those from leading mutual fund families. Some of these funds are available with no transaction fees.

To participate, you must have at least \$5,000 in your 403(b) Plan account and make an initial minimum deposit in the SDBA of \$2,500. The maximum that may be transferred to the SDBA is 50% of your total 403(b) Plan balance. Only money in your 403(b) Plan account can be invested in the Schwab SDBA.

While participating in this program, you pay an annual maintenance fee (currently \$50 but subject to change) deducted from your 403(b) Plan account plus any applicable brokerage fees for buying and selling mutual funds that charge a transaction fee. Be sure to read the Schwab brochure and fee schedule for details about the program. These can be obtained at [Cedars-Sinai.BeReady2Retire.com](https://cedars-sinai.beReady2Retire.com).

YOUR EXERCISE OF CONTROL OVER YOUR ACCOUNTS

As noted above, you may elect to invest your 403(b) Plan accounts among the investment funds selected by the Committee or in an SDBA. The Committee has established rules for transferring all or a portion of your 403(b) Plan account balances among the funds, and changing your investments. Currently, transfers and investment changes may be made as often as daily through use of the telephone voice response system or through the internet. You will automatically receive a written confirmation of the transaction.

Currently, you are not charged any transaction fees or expenses as a result of your allocating your contributions from one investment fund under the 403(b) Plan to another or from transferring from one investment fund to another, other than the SDBA.

Upon request to Voya, as the Committee's delegate, you may receive additional information including the following, which will be based on the latest information available:

- A description of the annual operating expenses of each of the investment funds or investment choices offered under the 403(b) Plan (e.g., investment management fees, custodian fees, administrative fees and transaction costs), charged to your account as a percentage of average net assets.
- Copies of any prospectuses, financial statements and reports or other materials relating to the investment alternatives available under the 403(b) Plan to the extent provided to the Committee.
- A list of the assets comprised in the portfolio of each investment alternative, the value of each asset or the percentage of the investment alternative which it represents. For an asset which is a fixed rate investment contract, the name of the bank or insurance company issuing the contract, the term of the contract and the rate of return under the contract.
- Current information about the value of the shares or units in designated investment alternatives offered under the 403(b) Plan together with current investment performance information determined net of expenses.
- Information on the value of shares or units in designated investment alternatives held in your account.

The 403(b) Plan is intended to be a plan described in Section 404(c) of ERISA and Title 29 of the Code of Federal Regulations Section 2550.404(c)-1. It is intended that the fiduciaries of the 403(b) Plan (including, the Committee) will be relieved of liability for any loss occurring as the direct and necessary result of your investment instructions.

What you will ultimately receive under the 403(b) Plan depends on the investment performance of your assets in the 403(b) Plan.

FEES CHARGED TO YOUR ACCOUNT

A maintenance fee is deducted from your account to pay for the record keeping and administrative services (such as, election and investment changes, quarterly benefit statements, Voya Financial assistance, etc.) provided by Voya Financial. The monthly fee is based on the market value of your account (0.065% annual rate effective Jan. 1, 2025).

Your account will also be charged an annual fee for using the SDBA and a one-time fee for each [Loan that you take from your account](#).

LOANS

Although the purpose of the 403(b) Plan is to help you save for retirement, you are permitted to take a loan from your 403(b) Plan account. Contact Voya Financial for a copy of the 403(b) Plan's loan policy.

LOAN AMOUNT

The minimum amount you can borrow is \$1,000. The maximum amount you can borrow is the lesser of:

- 50% of your account balance, or
- \$50,000 minus the largest outstanding loan balance you have had (across all 403(b) Plan vendors) in the one-year period ending on the day your loan is approved.

This means that you must have an account balance of at least \$2,000 before applying for a loan.

NUMBER OF LOANS

You may have only one outstanding 403(b) Plan loan at any time. If you defaulted on a prior 403(b) Plan loan, that loan is still considered to be outstanding, and must be fully repaid before you can apply for a new loan.

EXPENSES PAID BY CEDARS-SINAI

Other expenses incurred in the administration of the 403(b) Plan are paid by Cedars-Sinai.

- Retaining an investment consultant to support the Committee in reviewing and overseeing 403(b) Plan assets, fund performance and selection of new funds.
- Preparing communication materials for promoting the 403(b) Plan, educating employees and announcing updates to the 403(b) Plan or investment options.
- The administration of Domestic Relation Orders.
- Absorbing payroll costs to deduct employee 403(b) Plan contributions and remit monies to Voya Financial.

While some employers pass along these types of costs to employees, Cedars-Sinai pays them—as an added benefit to employees who participate in the 403(b) Plan.

Don't Know Who to Ask?

See [Benefit Resources](#) at the beginning of this document for where to go for 403(b) Plan services or questions.

No new loans may be initiated from a former 403(b) Plan vendor. As a result, you may only request a loan from your 403(b) Plan account at Voya Financial. Please note that accounts from a former 403(b) Plan vendor may be moved to Voya Financial at any time, and such amounts will then be available to borrow from your 403(b) Plan account at Voya Financial. See [Accounts With Previous Vendors](#).

INTEREST RATE AND TERMS

You will be charged interest at the prime rate plus 1%, based on the prevailing rate charged by organizations that lend money for similar purposes. All loans must be repaid within 60 months, except those for your principal residence, which must be repaid within 10 years. When you apply for a loan, you receive the interest rate and payment schedule. In addition, Voya Financial will charge you a loan initiation fee.

APPLYING FOR A LOAN

To apply for a loan, call Voya Financial National Customer Service:

Phone: 800-584-6001

Web: [Cedars-Sinai.BeReady2Retire.com](https://cedars-sinai.be-ready2retire.com)

If you are married, your spouse must consent to the loan, witnessed by a 403(b) Plan representative or a notary public.

The Plan Administrator has delegated responsibility for approving or denying loans to Voya Financial. When your loan application is complete, Voya Financial sends the money to you directly by paper check or by direct deposit to your personal checking or savings account.

HOW LOANS ARE REPAYED

403(b) Plan account loans through Voya Financial are repaid through payroll deductions. However, it is your responsibility to ensure that the proper loan repayment amount is properly deducted from your paychecks.

OUTSTANDING LOANS UPON LEAVING CEDARS-SINAI

If you leave Cedars-Sinai with an outstanding loan and take a full distribution of your 403(b) Plan account without first paying off your loan in full, your outstanding loan balance will automatically be defaulted and treated as a taxable distribution to you.

If you leave Cedars-Sinai with an outstanding loan and don't take a full distribution of your 403(b) Plan account, you may repay the entire outstanding loan balance within a reasonable period following your termination of employment. You also have the option to continue making loan payments directly to Voya Financial while you have an account balance remaining in the 403(b) Plan. To arrange paying off your outstanding loan, or to arrange to continue making loan payments, contact Voya Financial Customer Service at 800-584-6001, or visit their website at [Cedars-Sinai.BeReady2Retire.com](https://cedars-sinai.be-ready2retire.com).

You must timely contact Voya Financial to arrange a post-termination loan payoff or regular loan repayments to avoid a loan default.

If you have an outstanding defaulted loan with a previous 403(b) Plan vendor, contact them to find out your repayment options. Contact information is listed under [Benefit Resources](#) at the beginning of this document.

LOAN DEFAULT

If you miss loan payments or if don't make arrangements with Voya Financial to continue making payments (or paying off) an outstanding loan when you leave Cedars-Sinai, Voya Financial may treat your loan as defaulted and the entire outstanding balance will be due (immediately payable). If you do not repay the defaulted loan amount through Voya within a reasonable period of time, you will owe regular income taxes on the outstanding loan balance and if you're under age 59½ an additional 10% penalty tax will apply (in most cases). (See [Taxes on Benefits](#).)

As described in the prior section, to avoid defaulting on a 403(b) Plan loan after leaving Cedars-Sinai, you may make arrangements to repay the entire outstanding loan through Voya Financial or make arrangements with Voya Financial to continue making loan payments outside the 403(b) Plan.

If you leave Cedars-Sinai with an outstanding loan balance and you are rehired by Cedars-Sinai, you may arrange to have your loan through Voya Financial repaid through payroll deductions, if your loan hasn't defaulted. To arrange payroll deductions, contact Voya Financial Customer Service at 800-584-6001.

LOANS AND LEAVES OF ABSENCE

If you go on an unpaid leave of absence, or your pay during your leave won't cover your loan repayment, contact Voya Financial Customer Service at 800-584-6001 to discuss how to prevent a default on your loan.

If you're called to active military duty, you may suspend your loan repayments during military leave. You'll need to contact Voya Financial Customer Service (800-584-6001) to notify them and provide any required documentation. If you have a loan with a previous 403(b) vendor, you'll need to notify them if you want to suspend payments. Contact information is listed under [Benefit Resources](#) at the beginning of the document.

IN-PLAN ROTH CONVERSIONS

The Plan allows you to make a special type of rollover known as an "In-Plan Roth Conversion." By electing an In-Plan Roth Conversion, the amount you roll over will be treated as Roth post-tax amounts when you ultimately take a distribution of these amounts from the Plan.

You may make an In-Plan Roth Conversion of any portion of your Plan account balance (other than amounts that are already held in your Roth post-tax account).

The money you roll over in an In-Plan Roth Conversion will continue to be subject to any distribution restrictions that applied prior to the In-Plan Roth Conversion. The Plan recordkeeper will set up separate recordkeeping subaccounts as necessary to track these restrictions.

The following explains the tax implications of an In-Plan Roth Conversion. (This is provided for informational purposes only and is not meant as tax advice. Please consult with your own tax advisor about your personal situation.)

If you elect an In-Plan Roth Conversion, the amount of the payment rolled over will be taxed. However, the 10% additional tax on early distributions will not apply (unless you take the amount rolled over out of the Roth 401(k) Contribution Account within the five-year period that begins on January 1 of the year of the rollover).

If you elect an In-Plan Roth Conversion, later payments from your Roth post-tax account that are qualified distributions will not be taxed (including earnings after the rollover). A qualified distribution from a Roth post-tax account is a payment made both after you have had a Roth post-tax account in the Plan for a period of at least five years and after your attainment of age 59½, death, or permanent and total disability. This five-year period begins on January 1 of the year your first contribution was made to the Roth post-tax account. However, if you made a direct rollover to an Roth post-tax account in the Plan from a Roth 401(k) contribution account in the plan of another employer, the five-year period begins on January 1 of the year your first contribution was made to the Roth post-tax account in the Plan or, if earlier, to the Roth 401(k) contribution account in the plan of the other employer. Payments from the Roth post-tax account that are not qualified distributions will be taxed to the extent allocable to earnings after the rollover, including the 10% additional tax on early distributions (unless an exception applies).

HARDSHIP WITHDRAWALS

Under severe financial circumstances, the 403(b) Plan allows you to take a hardship withdrawal from your account (with the current and former 403(b) Plan vendors) to pay for:

- Expenses for (or necessary to obtain) medical care (as defined in Internal Revenue Code section 213(d)) not covered by medical benefit plans or insurance for you, your spouse, your children, your beneficiary or your other dependents (if such expenses would be deductible on your income tax return without regard to whether the expenses exceed 7.5% of adjusted gross income).
- Costs directly related to purchasing your principal residence, excluding mortgage payments.
- Tuition, related education fees or room and board expenses for the next 12 months of post-secondary education for you, your spouse, your children, your beneficiary or your other dependents.
- Amounts necessary to prevent eviction from your principal residence or foreclosure on the mortgage of your principal residence.
- Burial or funeral expenses for your deceased parent, spouse, children, beneficiary or other dependents.
- Repair of damage to your principal residence that qualifies for the casualty deduction under Internal Revenue Code section 165 (determined without regard to Code section 165(h)(5) or whether the loss exceeds 10% of adjusted gross income).
- Expenses and losses (including loss of income) incurred on account of a disaster declared by FEMA under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, provided your principal place of residence or place of employment at the time of disaster was located in such disaster area and is eligible for individual assistance with respect to the disaster under FEMA declaration.

Before you can take a hardship withdrawal, you must exhaust all other assets available to you, and provide documentation proving your hardship.

HARDSHIP WITHDRAWAL AMOUNT

The most you can withdraw is the amount you need to meet the immediate and heavy financial need causing the hardship plus an additional amount to cover the income taxes resulting from the withdrawal, up to 100% of pre-tax elective and Roth contributions, including investment income on those

amounts (i.e., matching contributions and associated investment earnings) are not eligible for hardship withdrawal.

APPLYING FOR A HARDSHIP WITHDRAWAL

To apply for a hardship withdrawal, contact Voya Financial National Customer Service at 800-584-6001.

The Plan Administrator has delegated responsibility for approving or denying hardship withdrawals to Voya Financial. Voya Financial follows published IRS regulations in their review of hardship withdrawal applications.

If you have a 403(b) Plan account with a former 403(b) Plan vendor (AXA/Equitable, Lincoln National or TIAA), you may be able to take a hardship withdrawal from that account. Contact your previous 403(b) Plan vendor(s) for more information.

TAX EFFECTS

Hardship withdrawals are taxable distributions. They are subject to ordinary income tax and possibly a 10% early withdrawal penalty tax, but they are not eligible for rollover and thus are not subject to the 20% withholding for eligible rollover distributions. For more information, see [Taxes on Benefits](#).

WHEN YOU CAN TAKE YOUR 403(b) ACCOUNT

You can apply to take a distribution from your 403(b) Plan account:

- **After leaving Cedars-Sinai employment**—You may have your 403(b) Plan account balance paid after your employment with Cedars-Sinai (and all affiliates) ends.
- **While working at Cedars-Sinai after reaching age 59½**—You may withdraw all or some of your 403(b) Plan account balance once per calendar year while still employed after attaining age 59½.
- **While working at Cedars-Sinai and called to active duty**— You have two options to take distributions of your contributions only:
 - **Qualified Reservist Distribution (QRD)**. If you are a military reservist or in the national guard and ordered or called to active duty for a minimum 179-day period, you may withdraw up to 100% of your pre-tax and Roth contributions in your 403(b) Plan account anytime from the date you're called to duty until your active duty ends. QRDs are not subject to the 10% penalty on early distributions, but they will be subject to income tax in most cases. If you satisfy the QRD requirements and the DSD requirements below, you will be treated as taking a DSD. You don't have to repay the QRD, but if you choose to, you may repay the withdrawal amount in one or more contributions during the two-year period after active duty ends.
 - **Deemed Severance Distributions (DSD)**. If you perform military service for a period of more than 30 days, you may withdraw up to 100% of your pre-tax and Roth contributions in your 403(b) Plan account anytime while performing military service, but you may not make new contributions to the 403(b) Plan during the six-month period beginning on the date of your distribution. DSDs are subject to the 10% early distribution penalty (unless an exception applies), as well as income tax
- **While working at Cedars-Sinai** – You may withdraw some or all of any Rollover Account you may have in the 403(b) Plan.

IF YOU LEAVE CEDARS-SINAI

Your 403(b) Plan account is portable. That means you can take it with you if you leave Cedars-Sinai. The 403(b) Plan permits your account balance to be involuntarily cashed out if at any time following termination of employment it is valued at \$7,000 or less.

If your account balance is more than \$7,000, you can leave your account balance in the 403(b) Plan and continue investing in the available funds and receive quarterly statements. Your money stays in the 403(b) Plan until you request a distribution. However, distributions must begin by your Required Beginning Date (as defined below).

If your account balance is more than \$1,000 but not more than \$7,000, you cannot leave your account balance in the 403(b) Plan. Your account balance will be transferred automatically in a lump sum payment to a “default” Individual Retirement Arrangement (IRA) on your behalf unless you elect otherwise. You may instead elect to receive a payment made directly to you (with 20% federal income tax withholding taken) or to have your account balance directly rolled over to an IRA of your choice or to your new employer’s eligible retirement plan.

In the case of a rollover to a “default” IRA, the IRA custodian will invest the amount rolled over in a type of investment designed to preserve principal and provide a reasonable rate of return and liquidity. For example, it may be invested in an interest-bearing account, a certificate of deposit, a money market fund, or other stable value investment. The IRA custodian will charge your account for any expenses associated with the establishment and maintenance of the IRA, termination costs and surrender charges, and IRA investments, which shall not exceed the fees and expenses charged by the IRA custodian for comparable IRAs established for reasons other than a default rollover distribution. You may transfer the IRA funds at any time to another IRA of your choice. If the Plan transfers your account balance to an IRA, any future distributions will be handled by the IRA custodian.

If your account balance equals or is less than \$1,000, you cannot leave your account balance in the 403(b) Plan and you will be automatically cashed out. You may request a rollover to an Individual Retirement Arrangement (IRA), Roth IRA or another employer’s eligible retirement plan. However, if you don’t request a rollover by the deadline in the distribution packet, a distribution will be paid directly to you, Voya Financial will send you a check equal to your total account

balance (valued as of the date of distribution), less the 20% mandatory withholding for federal income tax.

Required Beginning Date

If you have retired and have postponed receipt of your benefits, you must begin receiving your benefits by your Required Beginning Date. Generally, your Required Beginning Date is April 1 of the calendar year following the calendar year in which you retire or reach the age shown in the chart below (based on your birth year), whichever is later.

Birth Year	Age
1950 or earlier	72*
1951-1959	73
1960 or later	75

* 70.5 if you turned 70.5 before Jan. 1, 2020

APPLYING FOR BENEFITS

WHERE TO APPLY

Voya Financial National Customer Service

- Contact: Voya Financial
- Phone: 800-584-6001

Voya Financial will provide signature-ready distribution forms (based on information from your phone call) and details on your payment options as well as how each option is taxed.

If you are under age 59½, Voya Financial may verify your Cedars-Sinai employment has ended before transferring or paying out your account balance.

Outstanding Loans Become Due

If you have an outstanding loan from your 403(b) Plan account, the outstanding loan amount will become due upon leaving Cedars-Sinai. See [Loans](#) for more information and what options you may take to avoid a loan default.

Keeping Tabs on Your Benefit

If you leave your account balance in the 403(b) Plan, be sure to keep your current address on file with Cedars-Sinai and Voya Financial so you can continue to receive quarterly statements and other important information. When you’re ready to have your 403(b) Plan account paid out, contact Voya Financial Customer Service at 800-584-6001 or Cedars-Sinai.BeReady2Retire.com.

Your Spouse's Right to Your Retirement Benefits

Your spouse has a legally protected right to be the person you designate to receive payments under a 50% joint and survivor annuity. If you are married, you cannot select a different person to be your joint annuitant or a payment type other than a 50%, 75% or 100% joint and survivor annuity without your spouse waiving their right to the benefit. Your spouse must consent to your election by signing the waiver on the payment election form (or other form acceptable to the 403(b) Plan vendor), with the signature witnessed by a 403(b) Plan representative or notary public.

DISTRIBUTION AND PAYMENT OPTIONS

Once you're eligible to take a distribution from your 403(b) Plan, you can choose to have it distributed in a lump sum or paid as an annuity in monthly, quarterly, semi-annual or annual payments.

Lump sum distribution options include:

- Rollover to an Individual Retirement Arrangement (IRA) or Roth IRA.
- Rollover to your new employer's eligible retirement plan (if permitted by your new employer).
- Payment directly to you, less 20% withholding for federal income tax; if you are under age 59½, a 10% early withdrawal penalty tax may apply.

Installment payments—You can have your account paid out in monthly, quarterly, semiannual or annual installments over a fixed period. If you elect a fixed period of less than 10 years, each payment will be an eligible rollover distribution that, if not directly rolled over, will be subject to 20% mandatory withholding.

You should consult qualified tax counsel to determine the tax consequences of a distribution from the 403(b) Plan.

Annuity options include:

- **Single life annuity***—Monthly payments for your lifetime. When you die, payments will stop; no payments are made to a survivor or beneficiary. A single life annuity is the normal form of payment if you are not married.
- **Joint and 50%, 75% or 100% survivor annuity***—Monthly payments for your lifetime. If you die before the person you designate as your joint annuitant, 50%, 75%

or 100% of the payment that you were receiving will continue to be paid to your beneficiary for the remainder of their lifetime. A 50% joint and survivor annuity with your spouse as the joint annuitant is the normal form of payment if you are married.

- **Another form of annuity***—Voya Financial or the previous 403(b) account vendors (AXA/Equitable, Lincoln National, TIAA) may offer other forms of annuities.

The installment payment period cannot be longer than your life expectancy.

*An individual annuity will be purchased on your behalf from Voya Life or another annuity provider. Your 403(b) Plan account balance will be charged for any annuity purchased on your behalf. The amount of the monthly payments will be based on your account value, interest rates and mortality assumptions at the time you purchase the annuity.

SURVIVOR BENEFITS

If you die before your 403(b) Plan account is distributed to you, it is payable to the beneficiary you have on file with Voya Financial. If you are married, your spouse will be your beneficiary unless you have designated a non-spouse beneficiary with your spouse's consent, witnessed by a Plan representative or a notary public.

BENEFICIARIES

A beneficiary who is your spouse may have your account balance:

- Paid as a preretirement survivor annuity* equal to the present value of your account on the day you die, in monthly installments to last for the rest of your spouse's lifetime.
- Paid in monthly, quarterly, semiannual or annual installments over a fixed period. Payments over a period of less than 10 years are subject to 20% mandatory federal income tax withholding.
- Rolled over to an IRA or eligible retirement plan that accepts it.
- Paid directly to your beneficiary where it will be subject to ordinary income taxes.

If your spouse elects the preretirement survivor annuity, your spouse can choose to start receiving payments anytime following your death. Payment will begin when you would have reached age 59½ unless your spouse chooses a later date.

If your spouse elects another payment option, your spouse can apply to have the account distributed anytime.

In general, a spouse beneficiary must begin payments no later than Dec. 31 of the year following the year of your death or, if later, the year you would have reached your Required Beginning Date, as described earlier under Required Beginning Date..

*Annuity will be purchased as an individual annuity from Voya Life or another annuity provider. The amount of the monthly payments will be based on your account value, interest rates and mortality assumptions at the time the annuity is purchased. Your 403(b) Plan account balance will be charged for any annuity purchased on your or your beneficiary's behalf.

Any other beneficiary (who is not your spouse) may have your account balance:

- Paid directly in a lump sum. Lump-sum distributions to a non-spouse beneficiary are generally subject to the 20% mandatory federal withholding requirement.
- Paid directly in installments over a fixed period not exceeding the beneficiary's life expectancy. Distributions over a fixed period of less than 10 years are generally subject to the 20% mandatory federal withholding requirement.
- Rolled over (if eligible) by a direct trustee-to-trustee transfer to an inherited IRA or Roth IRA (an inherited IRA is established specifically for non-spouse beneficiary rollovers). A non-spouse beneficiary may not roll over a death benefit that has been paid directly to the individual or to another type of IRA or retirement plan.

WHEN NO BENEFICIARY IS DESIGNATED

If you do not have a valid 403(b) Plan beneficiary listed for your account at Voya Financial when you die (or if the person(s) you named is no longer living), your account will be paid in the following order:

- To your spouse
- To your descendants per stirpes (lawful issue and adopted)
- The beneficiary(ies) that you named in the DC Plan
- To your estate.

CHANGING BENEFICIARIES

You can update your beneficiary(ies) any time.* Go online to Cedars-Sinai.BeReady2Retire.com, sign in, click Personal Information, click Add/Edit Beneficiary in the menu to designate a beneficiary, or you may add or change your beneficiary designation.

If you name your spouse as your primary beneficiary and are later divorced, your beneficiary designation will be automatically revoked upon your divorce. For this reason, if you divorce, you should update your beneficiary designation immediately. If you do not make another valid beneficiary designation after your divorce, any benefits will be paid as if you had no beneficiary designation on file, as described under "When No Beneficiary Is Designated" above.

If you also participate in the DC Plan, you can update your beneficiary information in the same manner by selecting the DC Plan on the website.

* If you are married, your spouse, by law, is automatically your 403(b) Plan beneficiary. If you want to change to a non-spouse beneficiary, your spouse must consent to your non-spouse designation, and that consent must be witnessed by a Plan representative or a notary public. To change to a non-spouse beneficiary, you must complete the Beneficiary Change form that is available from Voya Financial. See the [Benefit Resource](#) page.

BENEFIT CLAIMS AND APPEALS

To apply for benefits, you must contact the 403(b) Plan vendor(s), using the form or procedure they provide. See section [Applying for Benefits](#) of this summary for details about when benefits will be paid, how they will be paid, etc.

CONTACT...

Current vendor

Voya Financial National Customer Service

Phone: 800-584-6001

Web: Cedars-Sinai.BeReady2Retire.com

Address: One Orange Way
Windsor, CT 06095

Prior vendors

AXA Equitable

Phone: 800-628-6673

Web: Equitable.com

Lincoln National

Phone: 800-454-6265

Web: LincolnLife.com

TIAA

Phone: 800-842-2007

Web: TIAA-CREF.org

In most situations, receiving a benefit payment is a straightforward administrative process. Cedars-Sinai Medical Center (as [Plan Administrator](#)) has delegated responsibility for approving or denying (initial) benefit applications to Voya Financial (or the previous 403(b) Plan vendors listed above if you have 403(b) Plan accounts with those organizations) (the "Claims Administrator").

The 403(b) Plan has established procedures in the event you apply for benefits and are notified that you're not eligible, or if you are paid, but you believe the payment is incorrect.

If your benefit is denied in whole or in part, the Claims Administrator must explain the reason in writing. You can appeal that decision to the Committee by following the procedures in this section.

TIMEFRAME FOR INITIAL DECISION

When you apply for benefits, the Claims Administrator will process your application and will decide your claim. You will receive written notification of that decision within a reasonable period but no later than 90 days after the claim was filed (unless an extension of time is required due to special circumstances, in which case you will be notified in writing of the need for an extension, which will not exceed an additional 90 days).

If your application for benefits is denied in whole or in part, the denial notice will include:

- Specific reason(s) for the denial and references to plan provisions on which it is based.
- A description of any additional materials or information necessary for you to complete your application and an explanation of why the materials or information is necessary.
- An explanation of the steps you must take should you disagree with the denial and wish to have your benefit application reviewed again (including the time limits for filing an appeal) and a statement of your right to bring a civil action under the Employee Retirement Income Security Act of 1974 (ERISA), as amended, Section 502(a).

HOW TO FILE AN APPEAL

If you do not agree with the Claims Administrator's decision about your 403(b) Plan benefit, you may request that the Committee review your application. Send your request to: Cedars-Sinai Defined Contribution Retirement Plans Committee
c/o HR Employee Benefits Department
Cedars-Sinai Medical Center
6500 Wilshire Blvd., 6th Floor
Los Angeles, CA 90048

Your written request for review must include a request for the Committee to review your application for benefits and may include:

- A summary of all the reasons you believe the benefits should be paid, including any documents, records or other information relevant to your claim, whether or not such matters were submitted or considered in the initial decision.

- Any issues, comments, records, documents or other information that you think are pertinent to your claims.

You may request to review and/or copy free of charge, pertinent 403(b) Plan documents, records, and other information relevant to your claim.

DECISION ON APPEAL

The Committee will review your application fairly and fully and will decide on your claim within 60 days. If due to special circumstances the Committee needs additional time to decide, you will be notified as to the reasons why an extension is needed and the date a decision can be expected. It will be no longer than an additional 60 days. The review will take into consideration all comments, documents, records and other information that you submit, without regard to whether that information was submitted or considered in the initial benefit determination.

If the Committee denies your claim, it will send you a written notice stating:

- Specific reason(s) for the decision and references to plan provisions on which the decision is based.
- That, upon request, will be provided reasonable access to copies of all documents, records and other information relevant to your claim, free of charge.
- A statement regarding your rights to bring an action under ERISA Section 502(a).

The Committee has full discretionary power and authority to interpret the plan documents and rules when determining questions of eligibility, vesting and entitlements and to make findings of fact about all claims for benefits. To the extent permitted by law, the decision of the Committee will be final and binding on all parties except to the extent that a court of competent jurisdiction finds an abuse of discretion.

TIME LIMITS ON LEGAL ACTIONS AGAINST THE PLAN

You must timely exhaust your administrative remedies described above before filing a lawsuit against the 403(b) Plan. If you decide to file a lawsuit after exhausting the 403(b) Plan's administrative remedies, you must do so within three years of the day when you knew or should have known of the facts giving rise to the claim. Your time to file a claim may start running earlier if there has been a clear repudiation or denial of the claim by the Employer, the Claims Administrator, the Plan Administrator, Committee or their agent.

TAXES ON BENEFITS

In most situations, your pre-tax benefits in the 403(b) Plan (including your pre-tax contributions, matching contributions, and any investment earnings thereon) are exempt from taxation until you take the money out of the 403(b) Plan. When you receive payment from the 403(b) Plan, the payment is taxable at normal federal income (and state) tax rates. In addition, if you are under age 59½ and receive a distribution, you may owe an additional 10% early withdrawal penalty tax.

Your Roth contributions are not subject to income tax when distributed because you already paid income tax on them before they were contributed to the 403(b) Plan. Additionally, any earnings on Roth contributions will not be taxable if a distribution is made at least five taxable years after you first make Roth contributions to the 403(b) Plan, and if that distribution occurs after your attainment of age 59½, death, or permanent and total disability. However, any investment earnings on Roth contributions are taxable if a distribution of your Roth contributions is taken before these requirements are met. This section highlights the main points about the federal taxes on 403(b) Plan payments or distributions in effect when this summary was published. When you apply for your benefit, you'll receive a special Tax Notice Regarding Plan Payments containing more information.

Remember that state income tax laws are not the same as federal income tax laws, so you should check the tax laws of your state. Cedars-Sinai (and its employees) cannot give you income tax advice. You should obtain professional tax advice before arranging to receive a plan payment.

ELIGIBLE ROLLOVER DISTRIBUTIONS AND MANDATORY WITHHOLDING

When you receive a lump-sum distribution or installment payments over a period of less than 10 years, federal law requires that 20% of the taxable distribution (if that distribution is an eligible rollover distribution that you do not roll into an eligible retirement plan or IRA) be withheld to be credited against your federal income tax liability. The 20% is remitted to the U.S. Treasury to be applied toward your federal income tax liability. The tax you may owe could be either greater than or less than the 20% withheld. If you live in a state that has an income tax, the plan may withhold an additional amount to cover the state income tax.

This 20% federal withholding is mandatory, unless you roll over your distribution to another arrangement that accepts rollovers, including:

- Another employer-sponsored qualified plan (including a 401(k) or 403(b) plan)
- IRA
- Government 457(b) plan
- Roth IRA.

Despite the above, a non-spouse beneficiary may only roll over a distribution to an inherited IRA or Roth IRA.

ROLL OVER YOUR DISTRIBUTION

If you roll over your distribution to another employer's eligible retirement plan or a traditional IRA, you may continue to defer income taxes and avoid paying the withdrawal penalty tax. There are generally two ways to roll over your benefit:

- **Direct Rollover**—You may directly roll over all or any portion of your account balance that is an eligible rollover distribution (generally a distribution that is not a periodic payment for a period of 10 or more years or a required distribution from the 403(b) Plan). A direct rollover is paid directly from the 403(b) Plan to an IRA or to another employer's plan that accepts rollovers. If you choose a direct rollover, the mandatory 20% federal income tax withholding doesn't apply, nor are you taxed on the amount rolled over until you withdraw it from the IRA or another employer plan.
- **60-Day Rollover**—If you have an eligible rollover distribution paid directly to you instead of having it paid directly to an IRA or to another employer's qualified plan, you still have the option to roll over all or a portion of the distribution to an IRA or employer plan that accepts rollovers. However, you must make the rollover within 60 days of the date you received the distribution. The portion of your distribution that is rolled over will not be taxed until you withdraw it from the IRA or the employer's qualified plan.

If you choose this option, the mandatory 20% federal income tax withholding applies to your distribution. However, if you decide within the 60-day period to rollover 100% of your eligible rollover distribution, you have the option of adding an out of pocket amount equal to the mandatory 20% that was withheld from your eligible rollover distribution.

Despite the above, if you directly roll over all or part of your distribution into a Roth IRA, mandatory 20% withholding does not apply but the rollover amount will be taxable

income in the year of the rollover. If certain conditions are met, distribution from a Roth IRA will be tax free. You may also make a 60-day rollover to a Roth IRA. Special tax rules apply to rollovers to Roth IRAs. You should obtain professional tax advice prior to any rollover to a Roth IRA.

OTHER TYPES OF DISTRIBUTIONS

If you receive another type of distribution (such as an annuity, installment payments over a period of 10 or more years, minimum distribution payment or hardship withdrawal) you will receive the option to have amounts withheld to be credited against your federal (and state) income taxes.

EARLY WITHDRAWAL PENALTY TAX

Your benefit payment will be subject to an additional 10% tax unless one or more of the following situations applies to your distribution:

- You roll over your account balance, as previously described.
- You have attained age 59½ at the time of the payout.
- You terminate employment with Cedars-Sinai on or after the first day of the calendar year containing your 55th birthday.
- Your benefit is paid in substantially equal periodic payments over your lifetime, beginning after you leave Cedars-Sinai.
- You leave Cedars-Sinai because of total and permanent disability.
- Your account is paid to your beneficiary because of your death.
- It was used to pay for deductible medical expenses (medical expenses are generally deductible if they exceed 7.5% of your adjusted gross income).
- The distribution is made to an alternate payee under a QDRO (Qualified Domestic Relations Order) related to a divorce settlement.
- It was paid directly to the government for an IRS levy.

CYBERSECURITY

The 403(b) Plan takes measures to keep your account secure from cyberattacks and other fraud. However, as with any online activity, there are cybersecurity risks. To reduce the chance of fraud or loss to your 403(b) Plan account, follow the online security tips from the U.S. Department of Labor, including:

- Register, set-up and routinely monitor your online account

- Use strong and unique passwords
- Use multi-factor authentication
- Keep personal contact information current
- Close or delete unused accounts
- Be wary of free wi-fi
- Beware of phishing attacks
- Use antivirus software and keep apps and software current
- Know how to report identify theft and cybersecurity incidents

LEGAL AND ERISA INFORMATION

Under the Employee Retirement Income Security Act of 1974, as amended (ERISA), you are entitled to certain information about your benefits. This section includes:

- A summary of your rights under ERISA.
- Other information required by ERISA.
- Additional legal information that affects your benefits and your rights to benefits.

Administrative Information

Plan Name	Type of Plan	Vendor	Plan Year	Plan ID Number
Cedars-Sinai 403(b) Retirement Plan (403(b) Plan)	403(b) Plan	<p>Current Vendor:</p> <p>Voya Financial One Orange Way Windsor, CT 06095 800-584-6001</p> <p>Legacy Vendors:</p> <p>AXA/Equitable Life Insurance Company 1290 Avenue of the Americas New York, NY 10104 800-628-6673</p> <p>Lincoln Financial Group 1300 South Clinton Street Fort Wayne, IN 46802 800-454-6265</p> <p>TIAA 730 Third Avenue New York, NY 10017 800-842-2007</p>	Jan. 1–Dec. 31	006
Date established: Jan. 1, 1998				

Plan Sponsor

The 403(b) Plan is sponsored by:
Cedars-Sinai Medical Center
6500 Wilshire Blvd., 6th Floor
Los Angeles, CA 90048
310-248-9935

Cedars-Sinai Medical Center files required plan information with the Internal Revenue Service and the Department of Labor. If you write to either agency, specify the Employer Identification Number and Plan Identification Number:

- Employer Identification Number—95-1644600
- Plan Identification Number—006.

Participating Employers

The following Cedars-Sinai-affiliated organization also participates in the 403(b) Plan:

Cedars-Sinai Medical Care Foundation
200 N. Robertson Blvd., Suite 107
Beverly Hills, CA 90211

Effective Date
This SPD describes the terms of the plan in effect on Jan. 1, 2024, except as otherwise described. If you were previously employed and terminated employment before Jan. 1, 2024, in some cases, the provisions of the 403(b) Plan and the SPD in effect at the time your employment ended describe your benefits. Contact the Plan Administrator for further information.

Named Fiduciaries

Effective July 1, 2024, the Committee is the named fiduciary of the 403(b) Plan within the meaning of ERISA.

Administration

The Cedars-Sinai HR Employee Benefits Department handles administrative tasks on a day-to-day basis with the assistance of Voya Financial.

Plan Administrator

Effective July 1, 2024, the Committee is the Plan Administrator. See below for how it has delegated this role. . You may contact the Plan Administrator at this address:

Plan Administrator
c/o HR Total Rewards
Cedars-Sinai Medical Center
6500 Wilshire Blvd., 6th Floor
Los Angeles, CA 90048
310-423-5306

Legal process may be served on the Plan Administrator.

Agent for Legal Service

If you wish to take legal action against the 403(b) Plan, you may have legal process served on:

Plan Administrator
c/o HR Total Rewards and General Counsel
Cedars-Sinai Medical Center
6500 Wilshire Blvd., 6th Floor
Los Angeles, CA 90048

Use of Forfeitures

Determination of the use of forfeitures is a settlor function. Forfeitures are not plan assets. The Plan Administrator does not have the discretion to determine how forfeitures will be used. Instead, forfeitures will be used in the following order, and to the extent forfeitures are not fully used by the first in order, the remaining forfeitures will be used for the next in order, until fully used: (1) to restore forfeitures, (2) to pay Plan administrative expenses (but not including participant recordkeeping or other participant fees, which will be paid by participants), and (3) to reduce the amount of employer contributions to be allocated to participants. Forfeitures may also be used to reduce employer contributions that are qualified nonelective contributions (QNECs) or qualified matching contributions (QMACs) to correct certain failures per the Internal Revenue Service's Employee Plans Compliance Resolution System (EPCRS). (QNECs and QMACs are required to be 100% vested only at the time they are allocated (and not at the time they are made).) Forfeitures are not Plan assets that are subject to discretionary allocations.

How the Plan Is Administered

The Plan Administrator has the exclusive authority to control and manage plan operation and administration. The Plan Administrator may designate others to carry out any duty or power that would otherwise be a responsibility under the 403(b) Plan. The Cedars-Sinai Board has delegated plan administration to the Committee, which has delegated day-to-day administration to the Executive Director, Total Rewards. In addition, 403(b) Plan may retain actuaries, accountants, consultants, third-party administration service providers, legal counsel or other specialists, as it may deem appropriate and necessary for administration.

The Plan Administrator or its designee have the exclusive power, right and authority, in their discretion, to:

- Determine whether you are eligible to be covered in the 403(b) Plan or determine if you or your beneficiary is eligible for a benefit.
- Interpret the 403(b) Plan and any other documents that affect the establishment or operation of the 403(b) Plan, both as to legal importance and as to the application of the provisions of any such documents to the facts of a particular claim for benefits.
- Decide all matters arising under the 403(b) Plan, including the right to remedy possible ambiguities, inconsistencies or omissions.
- Make factual findings and decide conclusively all questions regarding any claim for benefits under the 403(b) Plan.

All determinations by the Plan Administrator or its designee with respect to any matter relating to the 403(b) Plan are conclusive and binding on all persons.

Discretionary Authority

In exercising discretionary powers under the 403(b) Plan, the Plan Administrator and any designees (which include any administrator, record keeper or trustee as claims fiduciary, etc.) have the broadest discretion permissible under ERISA and any other applicable laws to interpret the 403(b) Plan. Their decisions constitute final review of your claim. Benefits under the 403(b) Plan are paid only if the Plan Administrator or its designee decides, in its discretion, that you are entitled to benefits or claims payment.

Amendment and Termination of the 403(b) Plan

Cedars-Sinai Medical Center has the exclusive power, right and authority, in its discretion, to amend and/or terminate the 403(b) Plan in any and all respects at any time and for any reason.. Amendments may be executed by any voting member of the Committee or the Executive Director, Total Rewards (or equivalent).

Distribution of Assets Upon Plan Termination

If the 403(b) Plan is terminated, 403(b) Plan accounts will be distributed to the extent that IRS regulations allow.

Financial Records of the Plan

Cedars-Sinai Medical Center keeps financial records for the year on a plan year basis, Jan.1 to Dec. 31, for the 403(b) Plan.

Plan Funding

403(b) Plan benefits are funded by employee contributions made by participant paycheck deduction and matching contributions from Cedars-Sinai. Your account will be charged record keeping fees and may be charged additional fees for certain services (for instance, loan fees). Cedars-Sinai also pays certain plan administrative expenses; see [Fees Charged to Your Account](#) for details.

All current contributions to the 403(b) Plan are held by Voya Financial. However, some pre-tax contributions made before July 1, 2000 may be held by the legacy vendors. (See the [Benefit Resources](#) section.)

Funds received by the vendors are used exclusively for the benefit of you and your beneficiary(ies) and are invested according to your instructions. The vendors are responsible for account payments and are required, by law, to act in good faith for the best interest of you and your beneficiary(ies).

Loss or Reduction of Benefits

These situations could cause your benefits to be lost or reduced:

- If the funds in which you have invested experience losses.
- If you are the subject of a Qualified Domestic Relations Order (QDRO), all or a portion of your benefit from the plan could be assigned to another, as described under [Assignment of Benefits and QDROs](#).
- By observing certain rules, Cedars-Sinai and 403(b) Plan participants receive tax savings on 403(b) contributions. Should the 403(b) Plan lose its tax-deferred status, you, in turn, could lose some or all of the tax-deferred benefits.
- You fail to keep Cedars-Sinai or Voya Financial updated if you change your address, and the Plan Administrator is unable to locate you.

Additionally, the Plan may reduce your Plan benefits in certain situations, such as:

- If you are found liable for any action that adversely affects the Plan, the Plan Administrator can offset your benefits by the amount that you are ordered or required by a court to pay the Plan. All or a portion of your benefits may be used to satisfy any such obligation to the Plan.
- Under the Mandatory Victims Restitution Act, your Plan account may be garnished to pay restitution if you have been convicted of a crime.
- The federal government is able to use your interest in the Plan to enforce a federal tax levy and to collect a judgment resulting from an unpaid tax assessment.

Assignment of Benefits and QDROS

Generally, your retirement plan benefits cannot be assigned to another. They cannot be sold or used as collateral for a loan and, in most cases, your creditors cannot attach, garnish or otherwise interfere with your benefits under the 403(b) Plan.

However, the 403(b) Plan may be legally required to recognize obligations you are liable for as a result of a domestic relations order (DRO) that is determined to be a Qualified Domestic Relations Order (QDRO). Upon receipt of a DRO by the 403(b) Plan, some or all of your 403(b) Plan account could be assigned to another person, such as a former spouse or a dependent if the DRO is determined to be a QDRO. The Plan Administrator or its delegate will determine if a DRO it receives is qualified.

The Willis Towers Watson QDRO Service Center is the Cedars-Sinai Medical Center's resource for all questions relating to QDROs. You may contact the Service Center at 800-481-2661 for questions or for a free copy of the 403(b) Plan's QDRO procedures.

Pension Benefit Guaranty Corporation

As this is a defined contribution plan with no guarantee of specific benefits at any particular time, benefits under the 403(b) Plan are not insured by the Pension Benefit Guaranty Corporation (PBGC).

Military Leave Rights

Federal law gives you certain rights if you leave Cedars-Sinai to serve in any of the United States uniformed services, for active duty or training. To qualify for these rights, you must give Cedars-Sinai advance written or verbal notice of your upcoming leave for military service and you must report back to work within a specified time following the end of your military service, depending upon the length of your military service. If you satisfy Uniformed Services Employment and Reemployment Rights Act (USERRA) requirements, when you return to Cedars-Sinai employment you may be able to receive matching contributions from Cedars-Sinai for that period. In addition, while you are on USERRA leave you may be able to suspend loan payments or receive a reduced interest rate.

When you return to Cedars-Sinai employment, your benefits will be reinstated as though you were never gone. Generally, a maximum of five years of military service will receive this treatment, unless service is extended due to a national emergency.

If you die while performing qualified military service, your beneficiary will be entitled to the same benefits under the 403(b) Plan that they would have been entitled to had you returned to employment within the period required by law and then died.

Any differential military wage payments received from a Cedars-Sinai employer will be treated as pay for the purposes of matching contributions. Contact your Human Resource Representative if you need more information about USERRA.

Your ERISA Rights

As a participant in the Cedars-Sinai 403(b) Retirement Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974. ERISA provides that all 403(b) Plan participants are entitled to:

Receive Information About Your Plan and Benefits

- Examine, without charge, at the Plan Administrator's office and at other specified locations, such as worksites and union halls, all documents governing the 403(b) Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (form 5500 series) filed by the 403(b) Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (form 5500 series) and updated SPD. The administrator may charge a reasonable fee for the copies.
- Receive a summary of the 403(b) Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.
- Obtain a statement telling you whether you have a right to receive a benefit under the 403(b) Plan if you stop working now. If you do not have a right to a benefit, the statement will tell you how many more years you have to work to get a right to a benefit. This statement must be requested in writing and shall be furnished to the extent required by ERISA. The 403(b) Plan must provide the statement free of charge. Keep in mind that under the 403(b) Plan, you are eligible to receive your 403(b) Plan account balance when you leave Cedars-Sinai employment.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for 403(b) Plan participants, ERISA imposes duties upon the people who are responsible for operation of the 403(b) Plan. The people who operate your plan, called fiduciaries of the 403(b) Plan, have a duty to do so prudently and in the interest of you and other 403(b) Plan participants and beneficiaries. No one, including your employer, your union or any other person, may fire you or otherwise discriminate against you in any way to prevent you

from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a benefit is denied or ignored, in whole or in part, you have a right to know why this was done, obtain copies of documents relating to the decision without charge, and appeal any denial; all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day from the end of the 30 days until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator.

If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court after exhausting the 403(b) Plan's claims and appeal procedures. In addition, if you disagree with the 403(b) Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court.

If plan fiduciaries misuse the plan's money or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose or if your claim is found to be frivolous, the court may order you to pay these costs and fees.

Assistance With Your Questions

If you have any questions about your retirement benefits, ask the appropriate person or organization listed under Benefit Resources at the beginning of this document.

If you have any questions about this statement or about your rights under ERISA or if you need assistance in obtaining documents from Cedars-Sinai, contact the nearest office of the Employee Benefits Security Administration at the U.S. Department of Labor listed in your telephone directory or:

Division of Technical Assistance and Inquiries
Employee Benefits Security Administration
Department of Labor
200 Constitution Ave. N.W.
Washington, DC 20210

If you are in Los Angeles, the regional office is:

Employee Benefits Security Administration
Los Angeles Regional Office
35 N. Lake Avenue, Suite 300
Pasadena, CA 91101
Phone: 626-229-1000
Fax: 626-229-1098

You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at 866-444-EBSA (3272).