



Virginia Hospital Center 401(k) Plan

Saving for retirement.  
Great retirements don't  
just happen.

**GET STARTED IN  
YOUR RETIREMENT  
PLAN TODAY.**

RETIRE WITH CONFIDENCE®

# Welcome to a plan for your future.

No matter where you are on your path to retirement, saving is a great way to move forward. The longer your money stays invested, the more it can potentially earn through compounding—so it's important to start now.

## IT ALL STARTS WITH ONE STEP:

1

### **Enroll in the Virginia Hospital Center 401(k) Plan.**

It doesn't take a lot of time or money to get started. We'll cover what you need to know in this brief brochure.

Once you're participating in the plan, you'll have access to tools and resources to assist you as you save and invest for retirement.



#### **YOUR RETIREMENT PLAN WEBSITE:**

**[rps.troweprice.com](https://rps.troweprice.com)**



#### **DEDICATED REPRESENTATIVES:**

**1-800-922-9945**



#### **MOBILE SOLUTIONS:**

Connect to your account on any device. Visit **[troweprice.com/mobilesolutions](https://troweprice.com/mobilesolutions)** to choose the option that's best for you.

## **WE'RE COMMITTED TO YOUR SUCCESS.**

Retirement is one of the biggest goals you save and invest for throughout your career. That's why Virginia Hospital Center Arlington Health System carefully selected T. Rowe Price as your retirement plan service provider. As a leader in the retirement industry, we currently help more than 2 million employees across the country save and plan for their future.

We're here to help you feel confident about taking the first steps. As you move forward, we can provide the information you need to help you reach your long-term financial goals.



## Let's get started. Enrolling in the plan is easy.

Saving through the Virginia Hospital Center 401(k) Plan is one of the easiest ways to prepare for your future. And you can get started right now at **rps.troweprice.com**.

It doesn't take long, but it can make a big impact on your retirement.

1

### DECIDE HOW MUCH YOU'D LIKE TO SAVE

2

### SELECT HOW YOU WANT TO CONTRIBUTE TO YOUR PLAN ACCOUNT

3

### CHOOSE YOUR INVESTMENT APPROACH

Whether you want a portfolio that automatically adjusts over time or to build your own custom mix, the plan has options to suit your style and needs.

Read on for help with each of these steps and more. Or give us a call at **1-800-922-9945**.

**Once you enroll, don't forget to take care of this important detail:**



### NAME YOUR BENEFICIARY.

Make sure your savings will go to the person or people you want. You can do this online at **rps.troweprice.com**.

### HAVE OTHER RETIREMENT ACCOUNTS?

Maybe you've changed jobs over time and left old 401(k) plans behind. You may have more options than you think, including rolling over your previous employer's plan into your current plan, leaving the money in your previous employer's plan, rolling over to an individual retirement account, or taking a distribution. Investors should consider their unique financial needs and goals and the differences each option offers, including fees and expenses, withdrawal options, and tax implications.

To learn more, talk with a retirement specialist at **1-800-922-9945**.

## Here's why it's so important to save—now.

While you may think you have more pressing needs than saving for retirement, it's so important to save consistently throughout your entire career. You only have so many working years to save enough money for a comfortable retirement.

### DON'T PUT IT OFF: WHY YOU SHOULDN'T WAIT TO SAVE

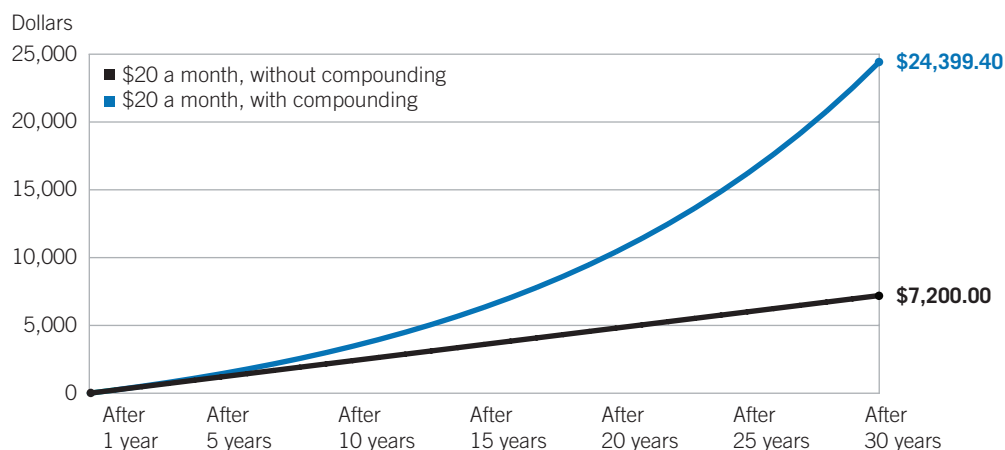
- You'll likely need more money than you think. People are living longer than ever before. In fact, your nest egg may need to last you 30 years or more.
- You can't count solely on Social Security. To maintain the lifestyle you're used to, you may need more income in retirement than Social Security alone will provide.
- Your living costs will keep rising. Inflation averages about 3% every year—meaning the price of everything is likely to keep going up, and you'll need to cover the costs.

Taking an affirmative step—like enrolling in the Virginia Hospital Center 401(k) Plan—can help you start saving the money you'll need to enjoy the future you want.

### POWER OF COMPOUNDING: THE BENEFIT OF STARTING EARLY

When you save through the plan, any earnings on your investments are put right back into your account—so even your earnings have the opportunity to grow. We call that compounding. It means the longer and sooner you invest, the more compounding can work for you. That's why it's so important to start now. Saving even a small amount in the plan can make a difference. Consider this example:

#### OVER TIME, \$20 A MONTH CAN GO A LONG WAY\*



\*Chart assumes a 7% annual return with earnings compounded monthly. Chart is for illustrative purposes only and does not represent the performance of your plan's investment options. All investments involve risk, including the possible loss of principal.

Now, imagine what a retirement saver can achieve by saving more than \$20 each month.

### EVEN MORE BENEFITS TO SAVING THROUGH THE PLAN:

1. **Reduce your taxable income now.** Your before-tax contributions help reduce your current taxable income. The more you contribute, the less income you are taxed on today.
2. **Lower future taxes.** Your Roth contributions are made with after-tax dollars. These contributions and associated earnings could allow you to have some tax-free retirement income.
3. **Put retirement planning in your hands.** The majority of your retirement income will come from your own savings and investment accounts.
4. **Enjoy the ease.** Your contributions are automatically deducted from your paycheck, so saving happens naturally.

## Three steps to get you going.

Enrolling in the plan is as easy as one, two, three. And we can help you through each step. Follow these steps and tips for getting started in the plan.

### STEP 1: DECIDE HOW MUCH YOU'D LIKE TO SAVE

Your plan makes it easy to save with every paycheck. The important thing is to choose a savings amount and just get started. Remember: Building up your savings takes time, so the sooner you start, the better.

Here are a few tips:

- **Start with six.** Deciding how much to save can feel complicated. We suggest starting with **at least** 6% of your pay. Then increase your contributions by 1% or 2% or more each year, such as every January 1.
- **Consider where you are today.** Your age, salary, and monthly budget will all affect how much you can afford to save for retirement.

**Make the most of Virginia Hospital Center contributions.** Virginia Hospital Center Arlington Health System may offer additional money for your retirement. Read on to learn how an employer contribution can add to your savings.

**Work toward the goal of 15%.** We suggest that most retirement investors should save at least that much of their pay for retirement. The good news is that employer contributions count. Although that still may seem like a lot, if you increase your savings a little each year, you can get there.

### FINDING BALANCE WITH OTHER PRIORITIES

Everyday life can be complicated—we understand. With all the competing priorities for your money today, there will always be a reason to put off saving for retirement. But if you don't put your future first, who will? The best long-term solution is to pay yourself first by saving through your plan every pay period.

If you're not sure how much you need to save—or how to balance saving with paying off debt or saving for a child's education—we can provide information and tools to help you decide. Visit [rps.troweprice.com](https://rps.troweprice.com), or call us at **1-800-922-9945**.

### STEP 2: SELECT HOW YOU WANT TO CONTRIBUTE

Your plan offers options for how you can contribute to the plan, such as on a before-tax basis. You'll find your contribution choices listed on page 7. Be sure to look them over so that you can select the option(s) that is right for you.





### STEP 3: CHOOSE YOUR INVESTMENTS

Investing doesn't have to be intimidating. The Virginia Hospital Center 401(k) Plan makes it easy for you to choose the strategy that suits your style and comfort with investing.

#### 1 OPTION 1: AGE-BASED FUNDS

If you want a portfolio that automatically adjusts over time, consider investing in a pre-assembled target date investment.

- Provides an investment mix in a single portfolio designed to target the year an investor retires—assumed to be age 65.

#### 2 OPTION 2: PASSIVELY MANAGED INDEX FUNDS

If you prefer, you can build your own custom mix using passively managed index funds.

- Portfolios built to match holdings and returns of a particular market index.
- Managers do not look into individual companies or securities.
- Seek to match performance of the particular market index, not to outperform.
- Typically lower management fees.

#### 3 OPTION 3: ACTIVELY MANAGED FUNDS

You also have the option to create your own custom mix using actively managed funds.

- Portfolios built with deliberate decisions on what to buy, sell, and hold based on research, analysis, and expertise of managers.
- Managers select investments based on set objectives.
- Generally seek to outperform a market index or strategy.
- Typically higher management fees.

For a complete list of your plan's investment options, see page 7. You can also visit [rps.troweprice.com](https://rps.troweprice.com) to access investment descriptions and fact sheets.



# How your plan can work for you.

Your plan offers choices for how you can contribute and invest. Review your options here, and then make the selections that make sense for you.

## EMPLOYEE CONTRIBUTIONS: HOW YOU CAN BUILD YOUR SAVINGS

### Before-tax contributions

You can contribute up to 50% of your pay each year on a before-tax basis, subject to IRS salary deferral limits. Your contributions come out of your paychecks before income taxes are taken out, which reduces your current taxable income. In addition, you don't have to pay taxes on your contributions and associated earnings until you withdraw them from your account.

### Roth contributions

You may also contribute up to 50% of your pay each year in Roth contributions, subject to IRS salary deferral limits. Roth contributions offer another way to save for retirement and are made with money that has already been taxed. When you take a qualified distribution, you won't have to pay additional taxes on the money you've contributed or on any earnings in your Roth account.\*

### Catch-up contributions

If you'll be age 50 or older by the end of this year—and you plan to contribute the maximum allowed by the plan—you can also make catch-up contributions.

The IRS catch-up contribution limit may vary each year.

Your before-tax and Roth contributions may not total more than 50% of your pay. Your before-tax, Roth, and catch-up contributions are subject to IRS annual salary deferral limits.

\*A qualified distribution is tax-free if taken at least 5 years after the year of your first Roth contribution AND you've reached age 59½, become totally disabled, or died. If your distribution is not qualified, any earnings from the Roth portion will be taxable in the year it is distributed. These rules apply to Roth distributions only from employer-sponsored plans. Additional plan distribution rules apply.

## AUTOMATIC INCREASE: A CONVENIENT WAY TO BOOST YOUR SAVINGS OVER TIME

The amount you contribute to your plan account could have the biggest impact on your total savings when you retire. That's why your plan offers the T. Rowe Price Automatic Increase service.

This service gradually increases your contribution percentage each year while allowing you to choose your contribution increase amount, the month of your annual increase, and the contribution rate at which increases will stop. Sign up now at [rps.troweprice.com](https://rps.troweprice.com).

## EMPLOYER CONTRIBUTIONS: HOW YOUR COMPANY ADDS TO YOUR SAVINGS

After two years of service, you can receive additional money toward your retirement when you make before-tax and Roth contributions to the plan.

For every dollar you contribute up to 8% of your compensation, Virginia Hospital Center will add additional money to your account based on your years of service.

Years of Service	Matching Percentage
0–4 Years	65%
5–9 Years	75%
10–14 Years	85%
15 Years or More	100%

**TIP:** Try to save the maximum amount that's matched by your employer. Otherwise, you're leaving "free" money behind.

In order to be eligible for the match, you must be employed on December 31 and must complete 1,000 hours of service during the plan year. The match will be contributed annually following the end of each calendar year.

Note: Employer contributions are made to the before-tax portion of your account and are still considered taxable by the IRS upon distribution.

**For questions about eligibility, employer matching contributions, and how they may apply to your individual situation, please contact T. Rowe Price at 1-800-922-9945.**

**VESTING: WHAT IT IS AND HOW IT WORKS**

Vesting refers to the portion of your account that you may take with you when you leave the company or borrow from when you need a loan. You are always 100% vested in the part of your account balance that comes from your own contributions, including rollovers and employer matching contributions.

**INVESTMENT OPTIONS FOR EVERY STYLE**

To help with your retirement investing, the plan offers a variety of options. For more details, such as investment descriptions and fact sheets, visit [rps.troweprice.com](https://rps.troweprice.com).

**YOUR PLAN LINEUP: INVESTMENT OPTIONS AVAILABLE TO YOU**

**Target Date Funds**

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>• Vanguard Target Retirement 2020 (VTWNX)</li><li>• Vanguard Target Retirement 2025 (VTTVX)</li><li>• Vanguard Target Retirement 2030 (VTHRX)</li><li>• Vanguard Target Retirement 2035 (VTTHX)</li><li>• Vanguard Target Retirement 2040 (VFORX)</li><li>• Vanguard Target Retirement 2045 (VTIVX)</li></ul> | <ul style="list-style-type: none"><li>• Vanguard Target Retirement 2050 (VFIFX)</li><li>• Vanguard Target Retirement 2055 (VFFVX)</li><li>• Vanguard Target Retirement 2060 (VTTSX)</li><li>• Vanguard Target Retirement 2065 (VLXVX)</li><li>• Vanguard Target Retirement 2070 (VSVNX)</li><li>• Vanguard Target Retirement Income (VTINX)</li></ul> |
|---|---|

**Build-your-own portfolio**

**Actively Managed Funds**

- American Century Real Estate, R6 (AREDY)
- American Funds American Balanced, R6 (RLBGX)
- American Funds EuroPacific Growth, R6 (RERGX)
- Aristotle Value Equity CIT, Class B (AVETB)
- Meridian Growth, Institutional (MRRGX)
- MFS International Equity CIT, Class 2 (MFSI2)
- Neuberger Berman Emerging Trust, Class I (NBEMT)
- PIMCO Total Return Trust, Class I (PTRCT)
- T. Rowe Price Large Cap Growth, I Class (TRLGX)
- T. Rowe Price Stable Value, N<sup>1</sup> (SVF-N)
- Vanguard Inflation-Protected Securities, Admiral (VAIPX)

**Passively Managed Funds**

- iShares S&P 500 Index, K (WFSPX)
- Vanguard S&P MidCap 400 Growth Index, Institutional (VMFGX)
- Vanguard Total Bond Market Index, Admiral (VBTIX)
- Vanguard Total International Stock Index, Institutional (VTSNX)

<sup>1</sup>The T. Rowe Price Stable Value Common Trust Fund (Trust) is not a mutual fund; rather, the Trust is operated and maintained so as to qualify for exemption from registration as a mutual fund pursuant to Section 3(c)(11) of the Investment Company Act of 1940, as amended. The Trust is established by T. Rowe Price Trust Company under Maryland banking law, and its units are exempt from registration under the Securities Act of 1933. Investments in the Trust are not deposits or obligations of, or guaranteed by, the U.S. government or its agencies or T. Rowe Price Trust Company and are subject to investment risks, including possible loss of principal. Although the Trust seeks to preserve the value of your investment at \$1.00 per unit, it is possible to lose money by investing in the Trust. For additional information on the common trust fund being offered, including a trust fact sheet, please call T. Rowe Price.



## Now's the time to take action.

Remember, it doesn't take much time or money to get started in the plan.

Go to **rps.troweprice.com** to set up your online account and enroll today. It only takes three simple steps.

**1** Decide how much you'd like to save

**2** Select how you want to contribute

**3** Choose your investments

While online, be sure to name your beneficiary.

This material has been prepared by T. Rowe Price Retirement Plan Services, Inc., for general and educational purposes only. This material does not provide recommendations concerning investments, investment strategies, or account types. It is not individualized to the needs of any specific investor and is not intended to suggest that any particular investment action is appropriate for you, nor is it intended to serve as a primary basis for investment decision-making. T. Rowe Price Retirement Plan Services, Inc., its affiliates, and its associates do not provide legal or tax advice. Any tax-related discussion contained in this material, including any attachments/links, is not intended or written to be used, and cannot be used, for the purpose of (i) avoiding any tax penalties or (ii) promoting, marketing, or recommending to any other party any transaction or matter addressed herein. Please consult your independent legal counsel and/or tax professional regarding any legal or tax issues raised in this material.

## Connect with us.

We'll help you feel confident about saving and investing for retirement.



**YOUR RETIREMENT PLAN WEBSITE:**

Go to **rps.troweprice.com**.



**DEDICATED REPRESENTATIVES:**

Call **1-800-922-9945**.



**MOBILE SOLUTIONS:**

Visit **troweprice.com/mobilesolutions** to choose the option that's best for you.

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## We're here to help.

If you need a hand getting started, give us a call at **1-800-922-9945**. We can answer questions about your plan features, investment options, and more.

