GPS Plan 401(k) At a Glance

PENNSTATE HERSHEY
Milton S. Hershey Medical Center

Plan type:	401(k)	
Eligibility:	All Medical Center Employees are eligible for the 401(k) Plan except Medical, Pharmacy and pastoral care residents, Interns and externs, and employees under the age of 18.	
Beneficiary:	You must select a beneficiary for your account. You can view or change your beneficiary information at any time by logging in to your account at www.GPSPlan.org.[1]	
Your Contributions:	**Mandatory:** A mandatory 5% of employee earnings is contributed automatically for non-bargained and SEIU employees only.	**Voluntary:** All eligible employees in 2013 may choose to participate even further by making voluntary traditional or Roth contributions of up to 100% of compensation or $17,500 (the IRS limit in 2013), whichever is less. Participants turning age 50 or older in 2013 can contribute an additional $5,500.
Employer Contributions:	The employer contribution is 5% up to Social Security wage base ($113,700), then 10% up to the maximum ($255,000), provided that the employee works 1,000 hours within the year. Non-bargained and SEIU employees will have a six-month waiting period from their first day of employment before receiving the employer contribution.	
Investment Options:	A wide array of investment options is available through your Plan. Each option is explained in further detail in your Plan's fund data sheets available from your local GPS Plan representative or through the Web site at www.GPSPlan.org and KeyTalk® toll free at 1-866-98MyGPS (1-866-986-9477).[1]	
Vesting:	Employee contributions are always 100% vested. You are 100% vested in the Employer contribution after three years of service, provided you work 1,000 hours per calendar year.	
Rollovers:	Only approved balances from a 401(a), 401(k), 403(b), or eligible governmental 457(b) plan or an Individual Retirement Account (IRA) may be rolled over to the Plan. Please check with your Plan representative regarding any applicable fees on the rollover account.	
Loans:	In certain situations, loans are permitted. Refer to the Summary Plan Description for details.	
Distributions:	Ordinary income tax will apply to each distribution. Distributions received prior to age 59½ may also be assessed a 10% early withdrawal federal tax penalty. Qualifying distribution events are as follows: • In-service withdrawal after age 59½, Retirement, Permanent disability, Severance of employment (as defined by the Internal Revenue Code), Attainment of age 70½ (after separation of service), Death (upon which your designated beneficiary(ies) will receive your benefits and must contact a Great-West Retirement Services® (Great-West) representative to request a distribution), Financial hardship (as defined by the Internal Revenue Code)	

For more information on Plan details, refer to the Summary Plan Description.

- Visit the Web site at www.GPSPlan.org.[1]
- Call KeyTalk toll free at 1-866-98MyGPS (1-866-986-9477).[1]
- Contact your on-site Great-West representative at 717-531-1878 or HMC_Retirement@hmc.psu.edu.

1 Access to KeyTalk and the Web site may be limited or unavailable during periods of peak demand, market volatility, systems upgrades/maintenance or other reasons. Transfer requests made via the Web site or KeyTalk received on business days prior to close of the New York Stock Exchange (4:00 p.m. Eastern Time or earlier on some holidays or other special circumstances) will be initiated at the close of business the same day the request was received. The actual effective date of your transaction may vary depending on the investment option selected.

Core securities, when offered, are offered through GWFS Equities, Inc. and/or other broker dealers. GWFS Equities, Inc., Member FINRA/SIPC, is a wholly owned subsidiary of Great-West Life & Annuity Insurance Company.

Great-West Retirement Services® refers to products and services provided by Great-West Life & Annuity Insurance Company, FASCore, LLC (FASCore Administrators, LLC in California) and their subsidiaries and affiliates. Representatives of GWFS Equities, Inc. are not registered investment advisers and cannot offer financial, legal or tax advice. Please consult with your financial planner, attorney and/or tax adviser as needed. The trademarks, logos, service marks, and design elements used are owned by Great-West Life & Annuity Insurance Company. All rights reserved. Not intended for Plans whose situs is in New York. ©2013 Great-West Life & Annuity Insurance Company. CB1107 401kAG (02/2013) PT167870