



Nemours 403(b)

Key Plan Details

When can I enroll in the Plan?

There is no waiting period. You can enroll in the Plan at any time.

If you have not enrolled in the Plan within 35 days from your date of hire, you will be automatically enrolled in the Plan at a contribution rate of 4% of your pretax eligible compensation.

Based on your date of birth and assuming a retirement age of 65, you will be invested in the American Funds Target Date Retirement Fund® Class R-6, with a corresponding target retirement date. Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond.

Principal invested is not guaranteed.

We encourage you to take an active role in the Plan and to choose a contribution rate and investment options that are appropriate for you. If you do not wish to contribute to the Plan, you must change your contribution rate to 0% within the first 35 days of your date of hire. You may change your contribution rate at any time online, or by calling the Fidelity Retirement Benefits Line at 800-343-0860.

How do I enroll in the Plan?

Enroll online at any time, or by calling the Fidelity Retirement Benefits Line at 800- 343-0860.

When is my enrollment effective?

Your enrollment becomes effective once you elect a deferral percentage or the automatic enrollment is effective, which initiates a deduction of your contributions from your pay. These deductions will generally begin with your next pay period, or as soon as administratively possible.

How much can I contribute?

Through payroll deductions, you may contribute between 1% and 100% of your eligible compensation as pretax and Roth contributions. Sign up online by accessing the “Contribution Amount” section under “Quick Links” on NetBenefits®, or by calling the Fidelity Retirement Benefits Line at 800-343-0860.

What is the Annual Increase Program (AIP)?

Plan participants will have the option to enroll in the Annual Increase Program – a convenient way to help boost savings contributions on a regular basis to keep on track to meet your retirement goals.

What is the Roth contribution option?

A Roth contribution to your retirement savings plan allows you to make after-tax contributions and take any associated earnings completely tax free at retirement - as long as the distribution is a qualified one. A qualified distribution, in this case, is one that is taken at least five tax years after your first Roth contribution and after you have attained age 59½, or become disabled or die.

Find more information online within the "Plan & Learn" drop down and "Learn" section of NetBenefits®.

What is the IRS contribution limit?

The IRS contribution limit for 2025 is \$23,500.

What catch-up contribution can I make?

If you have reached age 50 or will reach 50 during the calendar year January 1 – December 31 and are making the maximum plan or IRS contribution, you may make an additional catch-up contribution each pay period. The maximum annual catch-up contribution is \$7,500. Going forward, catch-up contribution limits will be subject to cost-of-living adjustments (COLAs) in \$500 increments.

Does Nemours contribute to my account?

For eligible associates, Nemours will match 50% of each pretax or Roth dollar you contribute on the first 4% of pay that you contribute to your plan.

Associates who are scheduled to work at least 1000 hours in a calendar year (the full-time equivalent rate of .4807) are eligible for Nemours contributions upon hire. Part-time associates may become eligible for Nemours contributions after they work at least 1,000 hours in a year.

The Nemours matching contributions for new hires are 100% vested after three years of service. Matching contributions for associates hired prior to January 1, 2022, are 100% vested.

Nemours also provides a service-based contribution ranging from 3% to 8%, made quarterly. Once you become eligible for matching contributions as noted above, Nemours provides a quarterly service-based contribution for any quarter that you are paid for at least 250 hours of work during the quarter.

The quarterly service-based Nemours contributions are calculated by taking your earnings paid during the quarter times a percentage based on your years of service as shown in the following table. Quarterly service-based contributions become 100% vested after three years of service.

Years of Service	Contribution
0-4 years	3%
5-9 years	4%
10-14 years	5%
15-19 years	6%
20-24 years	7%
25+ years	8%

What are my investment options?

To help you meet your investment goals, the Plan offers you a range of options. You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. The many investment options available through the Plan include conservative, moderately conservative, and aggressive funds. A complete description of the Plan's investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online.

What if I don't make an investment election?

We encourage you to take an active role in the Nemours Foundation 403(b) and choose investment options that best suit your goals, time horizon, and risk tolerance. If you do not select specific investment options in the Plan, your contributions will be invested in the American Funds Target Date Retirement Fund® Class R-6 with the target retirement date closest to the year you might retire, based on your current age and assuming a retirement age of 65, at the direction of the plan sponsor.

If no date of birth or an invalid date of birth is on file at Fidelity, your contributions may be invested in the American Funds 2010 Target Date Retirement Fund® Class R-6. More information about the American Funds Target Date Retirement Fund® Class R-6 options can be found online.

Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.

What are the single fund solution options in my plan?

If the idea of getting professional help to manage your investments appeals to you, your plan offers Target Date Funds. With Target Date Funds, the investment mix of stocks and bonds automatically becomes more conservative as the target retirement date approaches. Principal invested is not guaranteed at any time, including at or after the fund's target date. Choose the fund that represents your anticipated year of retirement.

What are the managed account options in my plan?

Fidelity® Personalized Planning & Advice ("The Service")

Fidelity® Personalized Planning & Advice is a retirement goal based managed account service with a team of portfolio managers who manage the investments in your workplace savings plan account. Based on your unique needs and goals, our team of professionals will create a plan that considers your total financial situation, put the plan into action, and work for you putting in the time, resources, and knowledge needed to keep you on track for retirement.

This includes:

- Regularly monitoring and rebalancing of your account through market ups and downs.
- Strategy refinement that supports you as your financial situation evolves.
- Quarterly check-ins, which include your progress toward key milestones.
- Personal planning dashboard that includes progress to retirement and other profile details.

To see if Personalized Planning & Advice is right for you, talk to one of our financial representatives at 866-811-6041. There is an additional fee of 32 basis points for this service.

Is there a self-directed brokerage option in my plan?

For those desiring the most investment flexibility and choice, the Plan offers Fidelity BrokerageLink®, a self-directed brokerage account, which provides you with the opportunity to select from thousands of mutual funds and other investment options - beyond those offered in the standard plan lineup. More information about BrokerageLink®, including an overview, the commission schedule, and a fact sheet that outlines the Plan-level restrictions and other settings, is available online at NetBenefits. Click on "Quick Links," then select "BrokerageLink."

Can I take a loan from my account?

Although your plan account is intended for the future, you may borrow from your account for any reason.

Learn more about and/or request a loan online, or by calling the Fidelity Retirement Benefits Line at 800-343-0860.

Can I make withdrawals?

Withdrawals from the Plan are generally permitted when you terminate your employment, retire, reach age 59½, or have a severe financial hardship, as defined by your plan. Withdrawals are also permitted as Required Minimum Distributions (RMD).

Learn more about and/or request a withdrawal online, or by calling the Fidelity Retirement Benefits Line at 800-343-0860.

Can I move money from another retirement plan into my Nemours 403(b) account?

You are permitted to roll over eligible pretax and Roth contributions from another 401(k) plan, Roth 401(k) plan, 401(a) plan, 403(b) plan, Roth 403(b) plan, a governmental 457(b) retirement plan, or a Roth 457(b) retirement plan account or eligible pretax contributions from another conduit individual retirement accounts (IRAs). A conduit IRA is one that contains only money rolled over from an employer-sponsored retirement plan that has not been mixed with regular IRA contributions.

Additional information can be obtained online, or by calling the Fidelity Retirement Benefits Line at 800-343-0860.

Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.

How do I designate my beneficiary?

If you have not already selected your beneficiaries, or if you have experienced a life-changing event such as a marriage, divorce, birth of a child, or a death in the family, it's time to consider your beneficiary designations. Fidelity's Online Beneficiaries Service, offers a straightforward, convenient process that takes just minutes. To make your elections, click on the "Profile & Settings" icon in the upper right-hand corner, then select "Beneficiaries" and follow the online instructions.

Where can I find information about exchanges and other plan features?

Learn about loans, exchanges, and more online. In particular, you can access loan modeling tools that illustrate the potential impact of a loan on the long-term growth of your account. You will also find a withdrawal modeling tool, which shows the amount of federal income taxes and early withdrawal penalties you might pay, along with the amount of earnings you could potentially lose by taking a withdrawal. Additional information can be obtained by calling the Fidelity Retirement Benefits Line at 800-343-0860.

Additional Important Information

Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a mutual fund prospectus or, if available, a summary prospectus containing this information. Read it carefully.

Investing involves risk, including risk of loss.

Fidelity[®] Personalized Planning & Advice *at Work* is a service of Fidelity Personal and Workplace Advisors LLC and Strategic Advisers LLC. Both are registered investment advisers, are Fidelity Investments companies and may be referred to as "Fidelity," "we," or "our" within. For more information, refer to the Terms and Conditions of the Program. When used herein, Fidelity Personalized Planning & Advice refers exclusively to Fidelity Personalized Planning & Advice *at Work*. **This service provides advisory services for a fee.**

BrokerageLink includes investments beyond those in your plan's lineup. You should compare investments and share classes that are available in your plan's lineup with those available through BrokerageLink, and determine the available investment and share class that is appropriate for your situation. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance.

This information provides only a summary of the main features of Nemours 403(b) and the Plan Document will govern in the event of discrepancies.

The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

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