



Nemours Children’s Health is pleased to announce your opportunity to enroll the Nemours Foundation 457(b) Tax-Exempt Deferred Compensation Plan for eligible compensation.

The Nemours 457(b) Plan (the “Plan”) is a key part of the Nemours executive benefits program. It is being offered to you as a select group of the most senior management and highly compensated employees (HCEs).

The Nemours 457(b) Plan is a nonqualified plan under federal tax law and IRS regulations. It allows eligible employees to save for the future, above and beyond the limits in place for their 403(b) plan. This is important because many executives can only defer a smaller portion of their income due to the IRS limits imposed on their qualified benefits. Together with your 403(b) plan, this Plan helps you manage your income tax exposure and gives you an opportunity for added retirement savings.

Key Benefits

- When you contribute a pretax portion of your current compensation to the Plan, you have a chance to manage your income tax exposure while focusing on your future.¹
- You can use the Plan to prepare for future expenses or to offset other forms of income— which gives you additional flexibility and control.
- You have the ability to schedule when and how the monies deferred will be returned with earnings.
- Your account has a chance to grow faster than it would in a traditional taxable savings account.

Details about the Plan are provided below.

¹You do not pay federal income tax and, if applicable, state or local income tax on the contributions or any associated earnings until you receive a distribution. However, Social Security and Medicare taxes are withheld as contributions are credited to your account.

Key Features of your Nemours 457(b) Plan

Eligibility	<p>You may be eligible for the 457(b) Plan if you belong to a select group of management or highly compensated employees. To be eligible, associates must:</p> <ol style="list-style-type: none"> 1. Hold a position of Physician or Director and above; and 2. FTE is 0.5 or higher; and 3. Base salary is at least \$200,000. <p>As an eligible employee, you can enroll online through Fidelity NetBenefits® at NetBenefits.com/atwork or by calling Fidelity at 800-343-0860, Monday through Friday, from 8:30 a.m. until—midnight ET.</p>
Your Contributions	<p>If you choose to enroll in the Plan, you can contribute up to 100% of your eligible pay as pretax contributions up to the IRS limit.</p> <p>Your per payroll contribution election or any changes to your contribution election will become effective the first day of the next calendar month following the date of your election or changed election.</p>

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Investments	<p>The Plan offers you a range of options to help you meet your investment goals.</p> <p>You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. Descriptions of the Plan's investment options, and their performance are available online at NetBenefits.com/atwork.</p>
Fidelity® Personalized Planning and Advice	<p>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.</p> <p>This includes:</p> <ul style="list-style-type: none"> • Regularly monitoring and rebalancing of your account through market up 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 <p>To see if Personalized Planning & Advice is right for you, talk to one of our financial representatives at 866-811-6041.</p>
Fidelity Brokeragelink®	<p>Fidelity Brokeragelink® provides expanded investment choices beyond the standard plan lineup that allow you more options to manage your retirement savings. BrokerageLink® includes investments beyond those in your plan's standard 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. To enroll, and for more information about BrokerageLink, including the Plan's <i>BrokerageLink Fact Sheet</i>, the <i>BrokerageLink Commission Schedule</i>, and the <i>BrokerageLink Brochure</i>, go to netbenefits.com and click on "Quick Links," then select "BrokerageLink."</p>
Vesting	<p>Vesting is a term used to describe the portion of your account balance to which you are entitled under the Plan's rules. You are immediately 100% vested in your contributions made to the Plan, as well as any earnings on them.</p>

Key Features of your Nemours 457(b) Plan

<p>Distributions</p> <p>When your account is paid to you</p>	<p>When you are terminated or separate from service, you will need to make a distribution election within 60 days of your separation date from Nemours.</p> <p>If you do not make an election with Fidelity within 60 days, your balance will be paid to you in one lump sum, on or around April 1 of the calendar year following your separation date.</p> <p>You may choose one of the following distribution options:</p> <ul style="list-style-type: none"> • Leave your money in the Plan and defer your distribution to a later date. The distribution date you choose must be at least three months from your date of termination and not later than age 73. • You may elect to receive a lump sum payment at a later date, or systematic withdrawals on your account annually over a period of up to 20 years. The systematic withdrawals may begin at any time but must begin no later than age 73. • Transfer your balance to another employer's 457(b) deferred compensation plan that accepts transfers from this Plan.
<p>Non-Qualified Plan Designation</p>	<p>This Plan is an unfunded, nonqualified plan, and no funded account has been established for you. Any account is only a recordkeeping account that records your deferred compensation and any notional earnings applicable to your deferred compensation. In the event of a bankruptcy or insolvency, you would be an unsecured, general creditor of the employer or service recipient. For more information on the plan, please refer to the plan documents.</p>
<p>Online Beneficiary Designation</p>	<p>It's important to designate a beneficiary for your Plan account. Log on to NetBenefits® at NetBenefits.com/atwork to designate your beneficiary online.</p>

Accessing your account



Access your Plan account online at [NetBenefits.com/atwork](https://netbenefits.com/atwork). Download the NetBenefits® app to access your account on your mobile device.

Fidelity is here to help! If you have questions, call **800-343-0860** Monday through Friday, 8:30 a.m. to midnight ET (excluding most holidays).

Investing involves risk, including risk of loss.

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This document provides only a summary of the main features of The Nemours Foundation 457(b) Tax-Exempt Deferred Compensation Plan, and the plan document will govern in the event of any discrepancies.

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