

# Questions and Answers for Supplemental Physician Savings Plan Participants

Updated Oct. 19, 2020

**1. What type of benefit is the Supplemental Savings Plan?**

The Supplemental Plan is an employer-funded non-qualified deferred compensation plan.

**2. Why is the Supplemental Physician Savings Plan being terminated as of Jan. 1, 2021?**

Removing this above-benchmark benefit will also result in a physician benefits package that more closely aligns with a competitive standard, both nationally and locally. Only 23% of like employers nationwide – prior to COVID-19 – offered deferred compensation to physicians, according to a SullivanCotter survey. Among local competitors, we have been the only organization to offer this benefit.

**3. How is my current Supplemental Savings Plan contribution determined?**

Your Supplemental Savings Plan contribution is 5% of eligible base salary.

**4. When did Physicians become eligible in the Supplemental Savings Plan?**

Allina Health replaced the Mutual Plan Fund with the Supplemental Savings Plan effective Jan. 1, 2019.

**5. When will I receive my 2019 contributions?**

Contributions for the plan year 2019 will vest and be distributed in accordance with the terms of the Supplemental Savings Plan. In summary, for 2019 plan year contribution only, special vesting and distribution provisions applied: 50% of the 2019 contribution will vest and be distributed in January 2021 and the remaining 50% will vest and be distributed in January 2022. The above vesting and distribution is an overview and subject to you remaining employed by Allina Health in accordance with the terms of the Supplemental Savings Plan. *Please note: There are separate vesting rules for certain physicians age 60 or older. If applicable, please review the Plan for details specific to your situation.*

**6. When will I receive my 2020 contributions?**

Contributions for the plan year 2020 will vest and be distributed in accordance with the terms of the Supplemental Savings Plan. In summary, the 2020 plan year contribution will vest and be distributed in January 2023. The above vesting and distribution is an overview and subject to you remaining employed by Allina Health in accordance with the terms of the Supplemental Savings Plan.

*Please note: There are separate vesting rules for certain physicians age 60 or older. If applicable, please review the Plan for details specific to your situation.*

**7. Will my Supplemental Plan contributions for 2019 and 2020 continue to be invested?**

Yes, your contributions will continue to be invested in the funds you have selected for this plan. Keep in mind that you are able to change your investments at any time by calling Fidelity at 1-800-343-0860 or logging into Fidelity's website at [netbenefits.com/atwork](https://netbenefits.com/atwork). While the account may be established in your name, due to regulatory requirements, the Supplemental Plan assets always belong to Allina Health until they vest and are paid to you.