

## RETIREMENT SAVINGS PLAN SUMMARY

The Archdiocese maintains the Roman Catholic Archdiocese of Indianapolis Employees' Tax Deferred Savings Plan so that our employees can adequately plan and save for retirement. Saving for retirement is important for everyone. We have designed the plan to make saving for retirement as convenient as possible. If you are a new full-time, benefits-eligible employee as of July 1, 2008 who is regularly scheduled to work at least 1,500 hours per year, you will be automatically enrolled as a participant in the plan, unless you elect otherwise.

This is how the plan works:

- 2% of your pay will be withheld before taxes and contributed to an account in your name in our retirement savings plan.
- The Archdiocese will make a 50% matching contribution (to a maximum of 4% of your pay) to your account under the plan.
- The amount withheld from your pay and the match "vest" immediately, meaning that the money is yours whenever you retire or otherwise leave employment.
- Each year, your savings will increase by 1% of pay until you are saving 8% of pay, the maximum amount we match.

Your savings and the matching contribution will be invested with McCready and Keene in the MFS Retirement target series funds. These are life cycle funds that are designed based on your birthdate and a target retirement age. The investment strategy emphasizes growth in the early years of a career and lower volatility in later years. This strategy addresses the evolving risk tolerance of employees over their careers. Your contributions, the match and earnings will remain invested in the MFS Fund unless you change your investments to another investment alternative offered under the plan. You may view the available investment alternatives and make changes in the investment of your account at [www.archindyretirement.org](http://www.archindyretirement.org).

You will receive quarterly statements from McCready and Keene showing the amount saved and changes over the quarter.

You may stop saving at any time or change your savings rate by contacting McCready and Keene at [www.archindyretirement.com](http://www.archindyretirement.com) or the Human Resources Office at (317) 236-1594 or (800) 382-9836, ext. 1594.