

5 Things to Know

Understanding the Pension Freeze

1 The Pension Plan Will Be Frozen on December 31, 2026

The Intermountain Health pension plan will be frozen at the end of 2026. This change only impacts currently employed caregivers with a pension benefit. There is no impact on retirees or formerly employed caregivers with a vested pension benefit.

2 You Will Not Lose Any Pension Accrual You've Already Earned

The pension benefits you have already earned are yours and secure.

- You will continue earning pension contributions through December 31, 2026.
- After that date, you will not earn additional pension benefits. You will keep everything you've earned, and you will move to the enhanced 401(k) plan with the automatic 2% employer contribution.
- The funds to pay all pension benefits have already been set aside in a trust that is separate from operating assets.

3 You Can Still Access Your Pension When You Become Eligible

Nothing changes about when or how you can receive your pension. You can access your benefit when the plan allows—typically when you retire or leave Intermountain.

If you're 59.5 or older, you can start receiving your pension earlier—even while you're still employed—starting in 2027.

4 A New 401(k) Employer Contribution and Retiree Medical Savings Account

Beginning January 1, 2027, caregivers with a pension will become eligible for the automatic 2% employer contribution to their Intermountain 401(k) plan. Combined with Intermountain's matching contribution of up to 4%, Intermountain can contribute as much as 6% of your pay each year to your 401(k).

Caregivers who are vested in the pension will also become eligible for an Intermountain-funded \$50,000 Retiree Medical Savings Account (RMSA). To receive this benefit, you must remain employed at Intermountain through January 1, 2030, and then retire from Intermountain at age 63 or older.

5 Support and Resources Are Available

You'll receive regular updates between now and the freeze on December 31, 2026. Please read your email.

Find resources—including FAQs, tools, a webinar schedule, and more—on the MyIntermountain pension plan page. >>



Questions?

Visit ServiceHub [<https://intermountainhealth.service-now.com/servicehub>] or contact AskHR: 833-442-7547.

Retiree Medical Savings Account (RMSA) FAQs

What is a Retiree Medical Savings Account (RMSA)?

A Retiree Medical Savings Account or RMSA is a unique savings account that can be used for medical expenses in retirement, including insurance premiums. Intermountain Health will fund this account with \$50,000 for each caregiver who meets eligibility criteria.

How much is the RMSA worth?

Each RMSA will be funded by Intermountain for \$50,000.

How does this offset the pension freeze?

A RMSA helps by offering tax-free funds for eligible medical expenses after you retire. Healthcare costs are often one of the biggest and most unpredictable expenses people face in retirement. Because the money can be used tax-free for eligible medical expenses, it helps stretch your retirement dollars, like your pension, further, meaning you may need less income from your pension or 401(k) over time.

Who is eligible for the RMSA?

Caregivers who were vested in the pension are eligible to receive the Intermountain-funded RMSA. To receive this benefit, caregivers must:

- Remain employed by Intermountain through January 1, 2030; and
- Retire from Intermountain Health at age 63 or older.

Do I have to retire exactly at age 63 to receive the RMSA?

No. Age 63 is the minimum eligibility requirement for the RMSA. As long as you remain employed with Intermountain through January 1, 2030, and are at least 63 years old, you qualify for the RMSA. You can continue working beyond that age and retire later if you choose, and you will still receive the RMSA.

Do I have to contribute to the RMSA?

Unlike a Health Savings Account (HSA), Flexible Spending Account (FSA), or other healthcare spending account, you do not have to contribute any of your money to the RMSA. It is fully funded by Intermountain Health.

Why is an RMSA *not* offered to caregivers who don't have a pension?

The RMSA is an incentive for caregivers who have a pension to help offset the impact of the pension freeze. Because caregivers without a pension are not experiencing a loss of future pension accruals, the RMSA is designed specifically for only those who are affected by that change.

Intermountain Health continues to invest in retirement benefits for all caregivers through the 401(k) plan with company match, a 2% annual employer contribution, competitive compensation, and other benefits that support long-term financial well-being.

How do I access the RMSA?

The RMSA will be administered by a third party. More information about how to access your RMSA will be provided once you become eligible. Remember, no one is eligible for the RMSA until 2030.

Will I still be able to get a RMSA if I leave before I'm 63 years old?

No, caregivers must be at least 63 years old and retire from Intermountain Health after January 1, 2030, to receive the RMSA.

Why is there a three-year waiting period (until 2030) to be eligible for a RMSA?

The RMSA is being offered to offset the loss of the pension for those who continue to work past the freeze date at the end of 2026. The three-year waiting period helps ensure the RMSA is offered in a fair, sustainable, and well-funded way for eligible caregivers and manage long-term costs responsibly. It also serves as an incentive to retain our valued caregivers.

If I am involuntarily terminated before the three-year waiting period concludes, will I still be eligible for a RMSA?

No. To receive an RMSA, you must meet the full three-year eligibility period. If your employment ends—whether voluntarily or involuntarily—before that three-year window is complete, you would not qualify for the RMSA benefit.

What can a RMSA be used for?

The RMSA can be used for medical costs in retirement, including health insurance premiums (e.g., COBRA, Medicare, retiree), copays and deductibles, prescriptions, and qualifying medical expenses.