

**Date:** October 2023  
**To:** University of Pennsylvania Health System Pension Plan Participants  
**From:** Plan Administrator  
**Subject:** University of Pennsylvania Health System Pension Plan Funding Notice

Sponsors of qualified pension plans, such as the **University of Pennsylvania Health System Pension Plan**, are required each year to provide plan participants with certain information about the funded status of their plan. The attached “**Annual Funding Notice for the University of Pennsylvania Health System Pension Plan**” meets this annual requirement. This cover memo should help you better understand the Funding Notice.

This Notice is *not* a notice of any intention on the part of Penn Medicine to terminate the plan.

***No Impact on Your Accrued Benefits***

*The benefits you have already earned under the **University of Pennsylvania Health System Pension Plan** have not changed.*

*If you are a retiree or beneficiary and are currently receiving benefits from the Plan, your rights to those benefits have not changed.*

***Understanding the Annual Funding Notice***

A pension plan is designed to provide plan participants with a benefit at retirement based on the plan’s formula. In order to ensure sufficient funds exist to pay for these future retirement benefits, Penn Medicine makes contributions to a trust fund and that money is set aside for plan benefits and invested based on the plan’s investment policy. The timing of contributions is determined by federal guidelines and based on how much is in the trust (assets) and future obligations for benefits (liabilities). The Plan’s investment and funding policies are outlined in the attached Notice.

The asset and liability measures used to determine the company’s annual contribution to the Plan for 2020, 2021 and 2022 are summarized in the “**Funding Target Attainment Percentage**” section on page 1 of the Notice. These values are as of July 1 of the respective year.

On page 2 of the Notice, the “**Year-End Assets and Liabilities**” section discloses the Plan’s assets and liabilities as of June 30, 2023. These values are calculated differently than those used to determine the Funding Target Attainment Percentages shown on page 1.

***Summary of Plan Merger***

Effective December 31, 2022, the following plans merged into the Retirement Plan of the Hospital of the University of Pennsylvania, Presbyterian Medical Center and the Pennsylvania Hospital:

- Lancaster General Health Defined Benefit Plan
- Princeton HealthCare System Pension Plan

In connection with the December 31, 2022 merger, the plan was renamed the University of Pennsylvania Health System Pension Plan. Additional information regarding the above mergers is contained in the enclosed Summary of Material Modifications.

Because the University of Pennsylvania Health System Pension Plan is the successor plan, the “Funding Target Attainment Percentage” and “Participant Information” sections of the Notice as well as the Supplement to the Notice pertain exclusively to the pre-merger University of Pennsylvania Health System Pension Plan to permit year-over-year comparisons. The results reflecting the Plan merger are shown in the “Year-End Assets and Liabilities” and “Events Having a Material Effect on Assets or Liabilities” sections of the Notice.

**Our Commitment to Your University of Pennsylvania Health System Pension Plan Benefits**

These values do not affect the amount of your pension benefit earned under the Plan. We want to assure you that we have every intention of continuing to fund our Plan as required by law.

# SUPPLEMENT TO ANNUAL FUNDING NOTICE

## UNIVERSITY OF PENNSYLVANIA HEALTH SYSTEM PENSION PLAN FOR

### PLAN YEAR BEGINNING JULY 1, 2022 AND ENDING JUNE 30, 2023 (PLAN YEAR)

This is a temporary supplement to your annual funding notice which is required by the Moving Ahead for Progress in the 21st Century Act, the Highway and Transportation Funding Act of 2014, Bipartisan Budget Act of 2015, and the Infrastructure Investment and Jobs Act of 2021. These federal laws changed how pension plans calculate their liabilities. The purpose of this supplement is to show you the effect of these changes. Prior to 2012, pension plans determined their liabilities using a two-year average of interest rates. Now pension plans also must take into account a 25-year average of interest rates. This means that interest rates likely will be higher and plan liabilities lower than they were under prior law. As a result, your employer may contribute less money to the plan at a time when market interest rates are at or near historical lows.

The “Information Table” compares the impact of using interest rates based on the 25-year average (the “adjusted interest rates”) and interest rates based on a two-year average on the Plan’s: (1) Funding Target Attainment Percentage, (2) Funding Shortfall, and (3) Minimum Required Contribution. The funding target attainment percentage is a measure of how well the plan is funded on a particular date. The funding shortfall is the amount by which liabilities exceed net plan assets. The minimum required contribution is the amount of money an employer is required by law to contribute to a plan in a given year. The following table shows this information determined with and without the adjusted interest rates. The information is provided for the Plan Year and for each of the two preceding plan years, if applicable.

INFORMATION TABLE						
	2022		2021		2020	
	With Adjusted Interest Rates	Without Adjusted Interest Rates	With Adjusted Interest Rates	Without Adjusted Interest Rates	With Adjusted Interest Rates	Without Adjusted Interest Rates
Funding Target Attainment Percentage	113.83%	80.03%	116.03%	82.45%	104.00%	84.12%
Funding Shortfall	(\$249,892,204)	\$512,705,130	\$(267,888,292)	\$412,424,172	\$(64,618,255)	\$316,327,504
Minimum Required Contribution	\$0	\$120,519,945	\$0	\$128,867,330	\$0	\$132,225,170

# ANNUAL FUNDING NOTICE

For

## University of Pennsylvania Health System Pension Plan

### Introduction

This notice includes important information about the funding status of your single-employer pension plan ("the Plan"). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. All traditional pension plans (called "defined benefit pension plans") must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning July 1, 2022 and ending June 30, 2023 ("Plan Year").

### How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the "funding target attainment percentage." The Plan divides its Net Plan Assets by Plan Liabilities to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan's Funding Target Attainment Percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. The chart also shows you how the percentage was calculated.

<b>Funding Target Attainment Percentage</b>			
	<b>2022</b>	<b>2021</b>	<b>2020</b>
1. Valuation Date	July, 1 2022	July, 1 2021	July, 1 2020
2. Plan Assets			
a. Total Plan Assets	\$2,172,224,601	\$ 2,090,287,060	\$1,787,869,658
b. Funding Standard Carryover Balance	\$0	\$0	\$0
c. Prefunding Balance	\$116,513,130	\$151,646,346	\$111,315,133
d. Net Plan Assets (a) – (b) – (c) = (d)	\$2,055,711,471	\$1,938,640,714	\$1,676,554,525
3. Plan Liabilities	\$1,805,819,267	\$1,670,752,422	\$1,611,936,270
<b>4. Funding Target Attainment Percentage     (2d)/(3)</b>	<b>113.83%</b>	<b>116.03%</b>	<b>104.00%</b>

### **Plan Assets and Credit Balances**

The chart above shows certain “credit balances” called the Funding Standard Carryover Balance and Prefunding Balance. A plan might have a credit balance, for example, if in a prior year an employer contributed money to the plan above the minimum level required by law. Generally, an employer may credit the excess money toward the minimum level of contributions required by law that it must make in future years. Plans must subtract these credit balances from Total Plan Assets to calculate their Funding Target Attainment Percentage.

### **Plan Liabilities**

Plan Liabilities in line 3 of the chart above is an estimate of the amount of assets the Plan needs on the Valuation Date to pay for promised benefits under the Plan.

### **Year-End Assets and Liabilities**

The asset values in the chart above are measured as of the first day of the Plan Year. They also are “actuarial values.” Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan’s funded status at a given point in time. As of June 30, 2023, the fair market value of the Plan’s assets was \$2,885,440,228. On this same date, the Plan’s liabilities, determined using market rates, were \$2,790,326,574.

### **Participant Information**

The total number of participants and beneficiaries covered by the Plan on the Valuation Date was 15,273. Of this number, 5,489 were current employees, 4,210 were retired and receiving benefits, and 5,574 were retired or no longer working for the employer and have a right to future benefits.

### **Funding & Investment Policies**

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to contribute, for each plan year, the greater of the minimum required contribution and the pension expense determined in accordance with Accounting Standards Codification 715. Contributions are generally paid in four equal quarterly installments.

Once money is contributed to the Plan, the money is invested by plan officials, called fiduciaries, who make specific investments in accordance with the Plan’s investment policy. Generally speaking, an investment policy is a written statement that provides the fiduciaries who are responsible for plan investments with guidelines or general instructions concerning investment management decisions.

The Plan's investment policy target allocation is as follows:

<b>Asset Allocations</b>	<b>Percentage</b>
Public equity	8%
Private equity	18%
Real estate	6%
Absolute return	13%
Fixed income	55%

Under the Plan's investment policy, the Plan's assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

<b>Asset Allocations</b>	<b>Percentage</b>
1. Cash (interest bearing and non-interest bearing)	0.00%
2. U.S. Government securities	0.00%
3. Corporate debt instruments (other than employer securities):	
a. Preferred	0.00%
b. All other	0.00%
4. Corporate stocks (other than employer securities):	
a. Preferred	0.00%
b. Common	0.00%
5. Partnership/joint venture interests	0.00%
6. Real estate (other than employer real property)	0.00%
7. Loans (other than to participants)	0.00%
8. Participant loans	0.00%
9. Value of interest in common/collective trusts	0.00%
10. Value of interest in pooled separate accounts	0.00%
11. Value of interest in master trust investment accounts	100.00%
12. Value of interest in 103-12 investment entities	0.00%
13. Value of interest in registered investment companies (e.g., mutual funds)	0.00%
14. Value of funds held in insurance co. general account (unallocated contracts)	0.00%
15. Employer-related investments:	
a. Employer securities	0.00%
b. Employer real property	0.00%
16. Buildings and other property used in plan operation	0.00%
17. Other	0.00%

For information about the plan's investment in any of the following types of investments as described in the charts above – common/collective trusts, pooled separate accounts, master trust investment accounts, or 103-12 investment entities – contact UPHS Retirement at 215-615-2675 option 3 or email [retirementquestions@uphs.upenn.edu](mailto:retirementquestions@uphs.upenn.edu).

### **Events Having a Material Effect on Assets or Liabilities**

By law this notice must contain a written explanation of new events that have a material effect on plan liabilities or assets. This is because such events can significantly impact the funding condition of a plan. The merger of the following plans into the Retirement Plan of the Hospital of the University of Pennsylvania, Presbyterian Medical Center and the Pennsylvania Hospital, which was subsequently renamed the University of Pennsylvania Health System Pension Plan (official plan number 006 and plan sponsor employer identification number 23-1352685), will have such an effect:

- Lancaster General Health Defined Benefit Plan (the “Lancaster Plan”, official plan number 001 and plan sponsor employer identification number 23-2250941)
- Princeton HealthCare System Pension Plan (the “Princeton Plan”, official plan number 001 and plan sponsor employer identification number 21-0635009)

Results shown in this notice as of December 31, 2022 and later incorporate the merged Plans. All other results shown in this notice do not reflect the December 31, 2022 plan mergers.

The following table allocates the year-end assets and liabilities as shown in the Year-End Assets and Liabilities section above to the pre-merger plans.

	<b>June 30, 2023</b>	
	<b>Assets</b>	<b>Liabilities</b>
<b>UPHS Plan (pre-merger basis)</b>	\$ 2,150 million	\$ 1,933 million
<b>Lancaster Plan</b>	618 million	728 million
<b>Princeton Plan</b>	117 million	129 million
<b>UPHS Plan (post-merger basis)</b>	\$ 2,885 million	\$ 2,790 million

Projected to June 30, 2024, the estimated impact of the merger on the Plan’s funding target liabilities is shown below.

<b>Estimated Plan Liabilities for the University of Pennsylvania Health System Pension Plan as of June 30, 2024</b>		
<b>Before Merger</b>	<b>After Merger</b>	<b>Increase in Liabilities</b>
\$ 1,924 million	\$ 2,774 million	\$ 850 million

### **Right to Request a Copy of the Annual Report**

Pension plans must file annual reports with the US Department of Labor. The report is called the “Form 5500.” These reports contain financial and other information. You may obtain an electronic copy of your Plan’s annual report by going to [www.efast.dol.gov](http://www.efast.dol.gov) and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration’s Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1515, Washington, DC 20210, or by calling 202.693.8673. Or you may obtain a copy of the Plan’s annual report by making a written request to the plan administrator or through our benefits website, [www.uphshrandyou.com](http://www.uphshrandyou.com). Annual reports do not contain personal information, such as the amount of your accrued benefits. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under “Where to Get More Information.”

## **Summary of Rules Governing Termination of Single-Employer Plans**

If a plan terminates, there are specific termination rules that must be followed under federal law. A summary of these rules follows.

There are two ways an employer can terminate its pension plan. First, the employer can end a plan in a “standard termination” but only after showing the PBGC that such plan has enough money to pay all benefits owed to participants. Under a standard termination, a plan must either purchase an annuity from an insurance company (which will provide you with periodic retirement benefits, such as monthly for life or for a set period of time when you retire) or, if the plan allows, issue one lump-sum payment that covers your entire benefit. Your plan administrator must give you advance notice that identifies the insurance company (or companies) selected to provide the annuity. The PBGC’s guarantee ends upon the purchase of an annuity or payment of the lump-sum. If the plan purchases an annuity for you from an insurance company and that company becomes unable to pay, the applicable state guaranty association guarantees the annuity to the extent authorized by that state’s law.

Second, if the plan is not fully-funded, the employer may apply for a distress termination. To do so, however, the employer must be in financial distress and prove to a bankruptcy court or to the PBGC that the employer cannot remain in business unless the plan is terminated. If the application is granted, the PBGC will take over the plan as trustee and pay plan benefits, up to the legal limits, using plan assets and PBGC guarantee funds.

Under certain circumstances, the PBGC may take action on its own to end a pension plan. Most terminations initiated by the PBGC occur when the PBGC determines that plan termination is needed to protect the interests of plan participants or of the PBGC insurance program. The PBGC can do so if, for example, a plan does not have enough money to pay benefits currently due.

### **Benefit Payments Guaranteed by the PBGC**

When the PBGC takes over a plan, it pays pension benefits through its insurance program. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. Most participants and beneficiaries receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits that are not guaranteed.

The amount of benefits that the PBGC guarantees is determined as of the plan termination date. However, if a plan terminates during a plan sponsor’s bankruptcy, then the amount guaranteed is determined as of the date the sponsor entered bankruptcy.

The PBGC maximum benefit guarantee is set by law and is updated each calendar year. For a plan with a termination date or sponsor bankruptcy date, as applicable in 2023, the maximum guarantee is \$6,750 per month, or \$81,000 per year, for a benefit paid to a 65-year-old retiree with no survivor benefit. If a plan terminates during a plan sponsor’s bankruptcy, the maximum guarantee is fixed as of the calendar year in which the sponsor entered bankruptcy. The maximum guarantee is lower for an individual who begins receiving benefits from PBGC before age 65 reflecting the fact that younger retirees are expected to receive more monthly pension checks over their lifetimes. Similarly, the maximum guarantee is higher for an individual who starts receiving benefits from PBGC after age 65. The maximum guarantee by age can be found on the PBGC’s website, [www.pbtc.gov](http://www.pbtc.gov). The guaranteed amount is also reduced if a benefit will be provided to a survivor of the plan participant.

The PBGC guarantees “basic benefits” earned before a plan is terminated, which include:

- pension benefits at normal retirement age;



- most early retirement benefits;
- annuity benefits for survivors of plan participants; and
- disability benefits for a disability that occurred before the date the plan terminated or the date the sponsor entered bankruptcy, as applicable.

The PBGC does not guarantee certain types of benefits:

- The PBGC does not guarantee benefits for which you do not have a vested right, usually because you have not worked enough years for the company.
- The PBGC does not guarantee benefits for which you have not met all age, service, or other requirements.
- Benefit increases and new benefits that have been in place for less than one year are not guaranteed. Those that have been in place for less than five years are only partly guaranteed.
- Early retirement payments that are greater than payments at normal retirement age may not be guaranteed. For example, a supplemental benefit that stops when you become eligible for Social Security may not be guaranteed.
- Benefits other than pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay, are not guaranteed.
- The PBGC generally does not pay lump sums exceeding \$5,000.

In some circumstances, participants and beneficiaries still may receive some benefits that are not guaranteed. This depends on how much money the terminated plan has and how much the PBGC recovers from employers for plan underfunding.

For additional general information about the PBGC and the pension insurance program guarantees, go to the “General FAQs about PBGC” on PBGC’s website at [www.pbgc.gov/general\\_faqs](http://www.pbgc.gov/general_faqs). Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See “Where to Get More Information,” below.

### **Where to Get More Information**

For more information about this notice, you may contact e-mail [retirementquestions@uphs.upenn.edu](mailto:retirementquestions@uphs.upenn.edu). For identification purposes, the official plan number is 006 and the plan sponsor’s employer identification number or “EIN” is 23-1352685. For more information about the PBGC, go to PBGC’s website, [www.pbgc.gov](http://www.pbgc.gov).

