

The Archdiocese of Philadelphia 403(b) Retirement Plan

Enrollment Guide





Welcome to the Archdiocese of Philadelphia 403(b) Retirement Plan

As an employee of the Archdiocese you are eligible to join our 403(b) Plan. This plan is an easy way to save for your future and plan for your retirement.

Eligibility

All employees, full-time and part-time, are eligible to make personal salary deferral contributions to the plan. Contributions can be made on a pre-tax basis or an after-tax basis in a Roth account.

Additionally, the Archdiocese will make contributions to individual accounts after certain eligibility requirements are met—such as completion of 1,000 hours of service on a 12-month, calendar-year basis. Newly-hired employees become eligible for the Archdiocese contribution after completing 1,000 hours of service during their initial 12-month employment period beginning on their date of hire. (This could carry over into the next calendar year.) Please check with your benefits office to determine when you are eligible to receive the Archdiocese contribution.

Investing with a leader

The Archdiocese of Philadelphia has partnered with Vanguard to administer our 403(b) Plan and provide an array of investments. You may be familiar with Vanguard as one of the world's largest global investment management companies, serving

individual investors, institutions, employer-sponsored retirement plans, and financial professionals. Vanguard is well-known for its high value, low costs, and exceptional service. Because Vanguard strives to keep operating costs at the lowest reasonable levels, more of the funds' investment income can be returned to you as a shareholder.

Join your plan

Enroll in the Archdiocese of Philadelphia 403(b) Retirement Plan online at vanguard.com/enroll or call a Vanguard Participant Services associate at **800-523-1188** Monday through Friday from 8:30 a.m. to 9 p.m., Eastern time.

When you contact Vanguard to enroll, you'll need your plan number (**094572**), Social Security number, date of birth, and zip code.

How much should you be saving?

- Set aside an amount you're comfortable with now. (Many people find that contributing 4% or even more of their paychecks can be relatively painless.)
- Increase your contributions by two percentage points each year. (If you earn \$30,000, that's less than \$12 per week.)
- For an extra boost, consider dedicating pay increases or bonuses to savings. For example, if you get a 3% raise, contribute an extra 3% of your pay to the plan.

Not sure where to start?

The plan offers a broad range of investments. However, if you are unfamiliar with investing or prefer to have your investments managed for you, you may want to consider investing in just one Target Retirement Fund. A single Target Retirement Fund provides diversification and is designed to keep your assets invested appropriately for someone in your stage of life, up to and including your retirement years. Even though Target Retirement Funds help simplify the investment process, they still require monitoring to ensure that the portfolio is in line with your objectives.

All investing is subject to risk, including the possible loss of the money you invest. Each Target Retirement Fund invests in several broadly diversified Vanguard funds and is subject to the risk of its underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in a Target Retirement Fund is not guaranteed at any time, including on or after the target date. Diversification does not ensure a profit or protect against a loss.

Potential fund choice	Intended for investors retiring in . . .	Investment mix*
Vanguard Target Retirement 2065 Fund**	2063 or later	90% stocks, 10% bonds
Vanguard Target Retirement 2060 Fund**	2058 to 2062	90% stocks, 10% bonds
Vanguard Target Retirement 2055 Fund**	2053 to 2057	90% stocks, 10% bonds
Vanguard Target Retirement 2050 Fund**	2048 to 2052	90% stocks, 10% bonds
Vanguard Target Retirement 2045 Fund**	2043 to 2047	90% stocks, 10% bonds
Vanguard Target Retirement 2040 Fund	2038 to 2042	87% stocks, 13% bonds
Vanguard Target Retirement 2035 Fund	2033 to 2037	80% stocks, 20% bonds
Vanguard Target Retirement 2030 Fund	2028 to 2032	72% stocks, 28% bonds
Vanguard Target Retirement 2025 Fund	2023 to 2027	65% stocks, 35% bonds
Vanguard Target Retirement 2020 Fund	2018 to 2022	56% stocks, 44% bonds
Vanguard Target Retirement 2015 Fund ***	2013 to 2017	45% stocks, 55% bonds
Vanguard Target Retirement Income Fund†	2012 or earlier	30% stocks, 70% bonds

*Target asset allocations for the funds. Allocations for the date-specific funds will shift their emphasis (from stocks to bonds) over time based on an assumed retirement age of 65.

**The target allocations of the funds dated 2045 through 2065 are currently identical; however, as time passes, each fund will gradually shift its emphasis toward a more conservative allocation depending on the maturity date of the fund.

***The 2015 Fund may be appropriate for those over the assumed retirement age who are still working.

†The Income Fund is designed for retirees who will be making withdrawals.

Learn more online

In addition to Target Retirement Funds, the plan offers indexed and actively managed stock and bond funds as well as a guaranteed income option.* Note that the guaranteed income option is not a mutual fund. In keeping with its goals and values, the Archdiocese also offers funds that invest solely in companies that reflect Catholic values. To learn more about your investment options visit <https://retirementplans.vanguard.com/plansite/aop/7566>.

A note about risk

Bond funds are subject to the risk that an issuer will fail to make payments on time, and that bond prices will decline because of rising interest rates or negative perceptions of an issuer's ability to make payments. Funds that concentrate on a relatively narrow market sector face the risk of higher share-price volatility.

Don't forget—Name your beneficiaries

Naming beneficiaries is one of your most important responsibilities as a retirement investor. To name a beneficiary or change your beneficiary information, log on to your account at [vanguard.com/retirementplans](https://retirementplans.vanguard.com).

Connect with Vanguard

- **Online.** Log on to your account at [vanguard.com/retirementplans](https://retirementplans.vanguard.com). Not yet registered for immediate, secure online account access? You will need your plan number (094572), Social Security number, date of birth, and zip code.
- **On your mobile device.** Go to vanguard.com/bemobile to download the Vanguard app so you can access your account on the go.
- **By phone.** Call 800-523-1188 to reach Vanguard's 24-hour interactive VOICE® Network. You'll need your Social Security number and a personal identification number (PIN) to use VOICE. To create a PIN, follow the prompts. Or you can speak with a Vanguard Participant Services associate Monday through Friday from 8:30 a.m. to 9 p.m., Eastern time.

Join the Vanguard community on our social media channels. You'll have access to Vanguard experts and be able to get up-to-the-minute news and views, attend live web events, participate in live chats, and interact with other Vanguard investors.

Connect with Vanguard®

vanguard.com/retirementplans > 800-523-1188

For more information about any fund, including investment objectives, risks, charges, and expenses, call Vanguard at 800-523-1188 to obtain a prospectus or, if available, a summary prospectus. The prospectus contains this and other important information about the fund. Read and consider the prospectus information carefully before you invest. You can also download Vanguard fund prospectuses at vanguard.com.

*Product guarantees are subject to the claims-paying ability of the issuing insurance company.



Participant Education

P.O. Box 2900
Valley Forge, PA 19482-2900

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