

## **Trinity Health Pension Plan**

### **Summary Plan Description Supplement Effective January 1, 2017**

#### **Mercy High School**

#### **1. Mercy High School Transition Benefit – Adjustment to Final Average Compensation**

In general, colleagues of Mercy High School ceased to be eligible to participate in the Plan and to accrue additional benefits under the Plan effective July 1, 2006 (i.e., their Plan benefits were frozen as of July 1, 2006). However, if you were a colleague of Mercy High School and had 15 or more years of Benefit Service as of July 1, 2006, you are eligible for the Mercy High School Transition Benefit. The “Mercy High School Transition Benefit,” is an adjustment to the Plan Compensation and Final Average Social Security Wage Base used to calculate your Pension Benefit, if any, and an adjustment to the Pay Adjustment Factors used in the Prior Plan formula, if applicable.

For purposes of your Pension Benefit, if any, Final Average Compensation is generally the average of your Plan Compensation for the five calendar years when Plan Compensation was highest while you were a participant in the Plan earning Benefit Service through July 1, 2006. They do not need to be consecutive years and Plan Compensation is adjusted if you work less than a full year. However, under the Mercy High School Transition Benefit, the Plan Compensation used to determine your Final Average Compensation was not frozen as of July 1, 2006. Instead, your Plan Compensation for Plan Years after 2006 in which you complete a full contract school year, through the earlier of the Plan Year in which you attain age 66 or terminate employment, is assumed to increase 4% per year from the amount you earned in 2006. In addition, under the Mercy High School Transition Benefit, the Final Average Social Security Wage Base used in the calculation of your Pension Benefit, if applicable, is adjusted for Plan Years after 2006 in which you complete a full contract school year, through the earlier of the Plan Year in which your employment with Mercy High School terminates or the Plan Year in which you attain age 66. Also the Pay Adjustment Factor used in the Prior Plan formula is determined assuming your rate of pay increased 4% per year for Plan Years after 2006 in which you complete a full contract school year, through the earlier of the Plan Year in which you attain age 66 or terminate employment.

#### **2. Lump Sum Payments**

Your Pension Benefit is not payable in the form of a single lump sum payment if the present value exceeds \$10,000.