

▶ **Take charge of your future**
with your workplace savings plan



University Emergency Medicine Foundation 401(k) Plan



Invest some of what you earn today for what you plan to accomplish tomorrow.

Take a look and see what a difference enrolling in your workplace savings plan could make in helping you achieve your goals.

Tax Savings – Once you make an election to defer some of your salary into the plan, your pre-tax contributions are deducted from your pay before income taxes are taken out. This means that you can actually lower the amount of current income taxes you pay each period. It could mean more money in your take-home pay versus saving money in a taxable account. Also, you pay no taxes on any earnings until you withdraw them from your account, generally at retirement, enabling you to keep more of your money working for you now.

Convenience – Your contributions are automatically deducted regularly from your paycheck.

Portability – You can roll over eligible savings from a previous employer into this Plan. You can also take your plan vested account balance with you if you leave the company. See the Frequently Asked Questions section for additional details.

Investment Flexibility – You have the flexibility to select from investment options that range from more conservative to more aggressive, making it easy for you to develop a well-diversified investment portfolio.

In addition to the services provided by Fidelity, you also have access to GPS Investment Advisors, LLC, a local retirement financial services firm. GPS Investment Advisors, LLC can help you become familiar with the plan's investment options and how you can develop an investment strategy that can help meet your retirement savings goals. They can also meet with you one-on-one to incorporate your overall financial needs and goals. Your advisor is not affiliated with Fidelity Investments.

Your retirement plan's financial advisor contact information

Jamie Worrell
42 Weybosset Street
Penthouse Level
Providence, RI 02903
Phone: 401-521-5588
www.InvestorGPS.com



Enroll Today.

Investing in yourself is easy with your retirement plan. You can count on us to support you every step of the way with our account management website, Fidelity NetBenefits®. First log in to netbenefits.com and we'll show you how to get started step by step.

Already enrolled? Skip this section and go right to the next page to see how your potential savings can really add up.

Step 1 – Enroll Online Today – Go to netbenefits.com and click on “Register Now” when logging in for the first time. Follow the instructions to Enroll Today! Call the Retirement Benefits Line if you need assistance at 1-800-294-4015.

Step 2 – Decide how much to invest and enter your contribution per pay period – 10%, is often a good start.

Step 3 – Select how you want to invest your contributions among the investment options available in the plan. Investment performance and fund descriptions are available online or over the phone. If you are interested in additional information about investing, go to the NetBenefits® Library to learn more.

Remember to designate your beneficiary(ies) by accessing “Your Profile” on NetBenefits.

When the blackout period ends, you will receive notification from your employer that your plan's transition is complete. This notice will provide details on how to access and manage your account. You will then have the ability to request exchanges and direct future contributions.



This page intentionally left blank.



Get started today.

Your decision to start now could help you accumulate more at retirement. And look at the difference you can make in your total potential account value by putting away just a few dollars more of your pay on a pre-tax basis.

Assumptions:

Hypothetical annual rate of return: 7%

Start today!	Contribute \$50 of your monthly salary	Contribute \$100 of your monthly salary
Potential account value in 10 years	\$8,289	\$16,579
Potential account value in 25 years	\$37,949	\$75,898

This hypothetical illustration is for educational purposes. Your actual benefits are provided solely according to the terms of the Plan. Your actual account balance at any point in the future will be determined by the contributions that have been made, any plan activity, and any investment increases or losses that may occur. The illustrations of future balances should in no way be construed to imply any guarantee of future employment. Values are for illustrative purposes only and do not reflect the performance of any particular investment. Your own investment returns may be greater or less than this hypothetical illustration, fees and expenses may apply, and income taxes, and in some cases penalties, will be due when you withdraw savings from the Plan. The actual rates of return for the periods shown will vary. Systematic investing does not ensure a profit nor guarantee against loss in declining markets.

This hypothetical illustration is based on the following assumptions: You will remain employed and contribute at the indicated rates throughout the periods shown. The indicated contribution rate remains constant throughout the periods shown. Your account increases at the hypothetical annual rate of return of 7% compounded annually. You make neither withdrawals nor loans. All earnings are reinvested. IRS limits on compensation and pretax contributions apply. Current limits are indexed and adjusted for cost of living increases using a hypothetical inflation rate of 3% annually. If you are designated a highly compensated employee, additional limits may apply. All calculations assume contributions are made the last day of the year. It is assumed that you are 100% vested in your Plan. Calculations do not include employer contributions.



This page intentionally left blank.



Frequently asked questions about your plan.

Here are answers to some common questions about the key features, benefits, and rules of your plan. To learn more about your account log in to netbenefits.com. To review the principle features of your plan refer to your Summary Plan Description (SPD).

When can I enroll in the Plan?

You are eligible to make deferrals to the Plan if:

- you are employed by the Employer
- you are at least 21 years old
- and you are not:
- Temps & Interns

The Plan does not cover employees who are residents of Puerto Rico.

You are eligible to receive Profit Sharing contributions if:

- you complete one year of service*
- you are at least 21 years old
- and you are not:
 - Temps & Interns

* You will receive credit each year you complete one year of service in which you worked at least 1,000 hours during a 12-month period, beginning with your date of hire and ending with your date of hire anniversary.

Once you satisfy the 401(k) contribution requirements you will become a participant in the 401(k) contribution portion of the Plan on the first day of the following month.

Once you satisfy the profit sharing requirements you will become a participant in the profit sharing contribution portion of the Plan on the first day of the following month.

How do I enroll?

To enroll in the Plan, log on to Fidelity NetBenefits at netbenefits.com, and click on "Register Now". Follow the easy instructions to enroll online. Please refer to the Enroll Today section of this guide found on page #3. If you do not select an investment mix of your own, your Employer has directed Fidelity to place your contributions and/or loan repayments into a(n) JP Morgan lifecycle (target date) fund that most closely aligns with your projected retirement date based upon your birth year.

How much can I contribute?

Through automatic payroll deduction, you may contribute either a dollar amount or a percentage between 1% and 100% of your eligible pay. If you select a specific dollar amount, it may not exceed the Plan percentage limits which are based on your compensation. You may change your deferral dollar amount or percentage as applicable. Any changes made would take effect

on the next Plan entry date (first day of each month).

What are the IRS contribution limits?

If you are under age 50, the IRS contribution limit for 2015 is \$18,000.

What "catch-up" contribution can I make?

If you are age 50 or older, or will reach age 50 during this calendar year and have reached the annual IRS Contribution limit or the Plan's maximum contribution limit for the year, you may make an additional "catch-up" contribution. The maximum annual catch-up contribution is \$6,000. In each subsequent calendar year, catch-up contribution limits will be subject to cost of living adjustments (COLAs) in \$500 increments.

What is the Roth 401(k) option?

Unlike your traditional, pre-tax 401(k) deferrals, the Roth 401(k) feature allows you to contribute after-tax dollars, but then withdraw tax-free dollars from your account when you retire, provided the distribution is "qualified". A qualified distribution is one that is taken after the five taxable year period beginning January 1 of the year for which your first designated Roth contribution to the plan is made (or to a previous plan, if that amount was subsequently rolled over to the distributing plan) AND you turn age 59 ½, become disabled, or die. If you are eligible to make traditional pretax 401(k) contributions, you can also make Roth 401(k) contributions. Your total contributions to the plan (both Roth 401(k) deferrals and traditional pre-tax contributions) cannot exceed IRS limits, or your plan's limit, if less.

You can obtain additional information regarding Roth 401(k) contributions by accessing the Tools & Learning section of NetBenefits at netbenefits.com.

Does the Company contribute to my account?

The Employer may make a discretionary profit sharing contribution to only those participants who are eligible under the terms of the plan. Please refer to your employer or Summary Plan Description for more detailed information.

When am I Vested?

The term "vesting" refers to the portion of your account balance that you are entitled to under the plan's rules. You are always 100% vested in your:



- employee deferral account(s)
- rollover account
- and any earnings thereon.

Employer profit sharing contributions and earnings will be vested in accordance with the following schedule:

Years of Service for Vesting	Percentage
less than 1	0
1	20
2	40
3	60
4	80
5	100

Can I take a loan from my account?

Although your plan account is intended for your retirement, you may borrow from your account.

Can I make withdrawals from my account?

Withdrawals from the Plan are generally permitted in the event of termination of employment, retirement, disability, or death. Your Plan may allow for additional types of withdrawals. Please refer to your Summary Plan Description for further details. You may also be eligible for a withdrawal in the case of a severe financial hardship as defined by your Plan.

To learn more about and/or to request a withdrawal, log in to Fidelity NetBenefits at netbenefits.com or call the Retirement Benefits Line at 800-294-4015.

Can I move money from another retirement plan into my account in University Emergency Medicine Foundation 401(k) Plan?

You may be permitted to roll over assets into this Plan from a previous employer's retirement Plan or an IRA. Once you have confirmed that your Employer will accept your rollover contribution, follow these easy steps to complete a rollover into the Plan:

- Contact your prior Plan provider to request a rollover distribution.
- Rollover check issued should be made payable to Fidelity Investments Institutional Operations Company (FIIOC) for the benefit of (FBO): your name and sent to you.
- Complete the rollover contribution form.
- Return both the rollover contribution form and the check from your prior Plan to either your current Plan Administrator or directly to Fidelity at the address provided on the form.

How do I access my account?

You can access your account virtually 24/7 through NetBenefits. Log in to netbenefits.com and you will have access to your

account information and retirement planning tools. You also can call the Retirement Benefits Line at 1-800-294-4015 between 8:30 a.m. and 8:30 p.m. ET on any business day* for more information on your account.

*available on days when the NYSE is open.

How do I change my investment options?

You may request investment changes (exchanges) or redirect future contributions among investment options available to you virtually 24/7 through Fidelity at netbenefits.com or by calling the Retirements Benefits Line at 1-800-294-4015 any business day*.

*available on days when the NYSE is open.

How do I manage my account once I am enrolled in the Plan?

NetBenefits is the online tool that puts you in the driver's seat in saving for retirement. You can manage your account, track your savings progress and keep moving toward your goals right from your desktop. Log in to netbenefits.com to get started. You can discover a wealth of resources to help you achieve your savings goals.

- Create an online statement
- Go to the NetBenefits® Library page to set your financial goals for retirement and create a strategy to get there
- Attend online workshops



This page intentionally left blank.



Investment Options:

Before investing, consider the funds' investment objectives, risks, charges, and expenses. For a mutual fund prospectus, or a summary prospectus if available, containing this information, contact your investment professional or visit netbenefits.com. Read it carefully before you make your investment choices.

What follows is an introduction to the investment options you can choose for your Plan account. You can spread your investments among several options to take advantage of what each has to offer and help balance different types of risk. Reviewing this information can help you understand and compare your options. For more complete information about any of the mutual funds available through the Plan, including fees and expenses, log on to Fidelity NetBenefits at netbenefits.com or call the Retirement Benefits Line at 1-800-294-4015.

Are you a hands-on investor?

- Do you want to make your own investment decisions?
- Do you have time to actively manage your investments?
- Are you comfortable building your own portfolio?

If you answered yes to any of these questions, consider creating an investment mix from among the investment options offered in your plan.

Spectrum Category	Fund Name						
More Conservative	• Fidelity® Money Market Trust Retirement Money Market Portfolio						
	Investment options to the top have potentially more inflation risk and less investment risk						
Bond	Government • Franklin Adjustable U.S. Government Securities Fund Advisor Class • Invesco Limited Maturity Treasury Fund Class Y	Diversified • Fidelity Advisor® Strategic Income Fund - Class I • Metropolitan West Total Return Bond Fund Class Institutional • T. Rowe Price U.S. Bond Enhanced Index Fund	Municipal	Inflation-Protected • Hartford Inflation Plus Fund Class R5	High Yield	International/Global • Templeton Global Bond Fund Class R6	
Balanced / Hybrid							
Domestic Equity	Large Value • Invesco Diversified Dividend Fund Class Y • John Hancock Funds Disciplined Value Fund Class I		Large Blend • JPMorgan U.S. Equity Fund Class R5 • Spartan® 500 Index Fund - Fidelity Advantage Class		Large Growth • Fidelity Advisor® New Insights Fund - Class I • MFS® Growth Fund Class R4		
	Mid Value • American Century Mid Cap Value Fund R6 Class		Mid Blend • Spartan® Mid Cap Index Fund - Fidelity Advantage Class		Mid Growth • Goldman Sachs Growth Opportunities Fund Institutional Class		
	Small Value • Fidelity Advisor® Small Cap Value Fund - Class I		Small Blend • Spartan® Small Cap Index Fund - Fidelity Advantage Class		Small Growth • The Hartford SmallCap Growth Fund Class R5		



More Aggressive
Investment options to the bottom have potentially less inflation risk and more investment risk

International / Global Equity	Diversified <ul style="list-style-type: none"> • Fidelity Advisor® Worldwide Fund - Class I • MFS® International Diversification Fund Class R4 • Spartan® International Index Fund - Fidelity Advantage Class 	Regional	Emerging Markets <ul style="list-style-type: none"> • Oppenheimer Developing Markets Fund Class Y 	Specialty <ul style="list-style-type: none"> • Invesco Global Real Estate Income Fund Class R5
Specialty				
Company Stock				

This spectrum, with the exception of the Domestic Equity category, is based on Fidelity's analysis of the characteristics of the general investment categories and not on the actual investment options and their holdings, which can change frequently. Investment options in the Domestic Equity category are based on the options' Morningstar categories as of the most recent calendar quarter. Morningstar categories are based on a fund's style as measured by its underlying portfolio holdings over the past three years and may change at any time. These style calculations do not represent the investment options' objectives and do not predict the investment options' future styles. Investment options are listed in alphabetical order within each investment category. Risk associated with the investment options may vary significantly within each category, and the relative risk of categories may change under certain economic conditions. For a complete discussion of risk associated with the mutual fund options, please read the prospectuses before making your investment decisions. The spectrum does not represent actual or implied performance.

An investment in a money market fund is not insured or guaranteed by the FDIC or any other government agency. Although money market funds seek to preserve the value of your investment at \$1 per share, it is possible to lose money by investing in these funds.

Stock markets are volatile and can fluctuate significantly in response to company, industry, political, regulatory, market, or economic developments. Investing in stock involves risks, including the loss of principal.

In general the bond market is volatile, and fixed income securities carry interest rate risk. (As interest rates rise, bond prices usually fall, and vice versa. This effect is usually more pronounced for longer-term securities.) Fixed income securities also carry inflation risk and credit and default risks for both issuers and counterparties. Unlike individual bonds, most bond funds do not have a maturity date, so avoiding losses caused by price volatility by holding them until maturity is not possible.



Investment Options:

Are you a hands-off investor?

- Are you uncertain about how to build your retirement portfolio?
- Are you unable to spend as much time as you'd like managing your investments?
- Would you prefer an easier, less involved approach to investing?

Target date funds offer a blend of asset classes, generally stocks, bonds, and short-term investments, within a single fund. The funds are generally designed for investors expecting to retire around the year indicated in each fund's name. Consider a target date fund that matches your needs.

More Conservative Investment options to the left have potentially more inflation risk and less investment risk	More Aggressive Investment options to the right have potentially less inflation risk and more investment risk
--	---

JPMorgan SmartRetirement® Income Fund Institutional Class Shares	JPMorgan SmartRetirement® 2020 Fund Institutional Class Shares	JPMorgan SmartRetirement® 2040 Fund Institutional Class Shares
JPMorgan SmartRetirement® 2015 Fund Institutional Class Shares	JPMorgan SmartRetirement® 2025 Fund Institutional Class Shares	JPMorgan SmartRetirement® 2045 Fund Institutional Class Shares
	JPMorgan SmartRetirement® 2030 Fund Institutional Class Shares	JPMorgan SmartRetirement® 2050 Fund Institutional Class Shares
	JPMorgan SmartRetirement® 2035 Fund Institutional Class Shares	JPMorgan SmartRetirement® 2055 Fund Institutional Class Shares

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risk associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.



Additional Resources and Next Steps

Discover the resources available to help you find out how much you may need to save to reach your goals.

Log in to netbenefits.com, and go to the NetBenefits® Library.

Not sure how much you can afford to contribute?

The Fidelity Take Home Pay Calculator shows how affordable it can be to invest in your plan. Simply enter the amount you might contribute on a pre-tax basis and see how it impacts your pay.

Want to learn how contributions today may impact your retirement income?

The Income Simulator provides a simple, interactive way for you to plan for your retirement income. Answer a few simple questions and see your projected monthly retirement income based on all potential sources. Once you see where you stand, you can:

- Explore multiple scenarios by adjusting factors such as contribution or age at retirement
- Take immediate action to implement changes to your contributions or investment choices

IMPORTANT: The projections or other information generated by Fidelity's Income Simulator ("the Tool") regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. Results may vary with each use and over time.

Need some additional help?

Fidelity offers a series of online workshops and tutorials that can help you make the most of your retirement savings plan. For help understanding the benefits of enrolling in your plan, go to netbenefits.com and check out the e-Learning catalog within the Library.

Our Retirement Benefits Line is your one-call resource for answers to questions about your plan or your account. Call 800-294-4015 for automated information 24/7, and to speak to a representative call between 8:30 a.m. and 8:30 p.m. ET any business day that the New York Stock Exchange is open.

¿Habla español? Para empezar, llame a nuestros representantes dedicados que hablan español a la línea de Beneficios de Jubilación de Fidelity (Fidelity Retirement Benefits Line) al 800-587-5282.



This page intentionally left blank.



IMPORTANT INFORMATION:

This document provides only a summary of the main features of University Emergency Medicine Foundation 401(k) Plan, and the Plan document will govern in the event of any discrepancy.

This Plan is intended to be a participant-directed Plan as described in Section 404(c) of the Employee Retirement Income Security Act of 1974 (ERISA), which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses under ERISA that are the direct and necessary result of investment instructions given by a participant or beneficiary.

The Income Simulator is an educational tool.

All trademarks and service marks appearing herein are the property of FMR LLC or an affiliate.

Not NCUA or NCUSIF insured. May lose value. No credit union guarantee.

Not FDIC insured • May lose value • No bank guarantee

©2010-2015 FMR LLC. All rights reserved.

492513.9 Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917 78870

For more information about your plan, go to www.netbenefits.com 15



Your Plan Enrollment Guide

