

Children's Hospital Colorado 403(b) Plan

Features and Highlights

The Children's Hospital Colorado 403(b) Plan (the "Plan") is a powerful tool to help you reach your retirement dreams. As a supplement to other retirement benefits or savings that you may have, this voluntary Plan allows you to save and invest extra money for retirement ... tax deferred!

Not only will you defer taxes immediately, you may also build extra savings consistently and automatically, choose from a variety of investment options, and learn more about saving and investing for your financial future.

Read these highlights to learn more about the Plan and how simple it is to enroll. If there are any discrepancies between this document and the Plan Document or the Summary Plan Description, the Plan Document and/or the Summary Plan Description will govern.

Getting Started

What is a 403(b) plan?

A 403(b) plan is a retirement savings plan designed for employees of public schools and tax-exempt organizations, including many universities and hospitals. A 403(b) plan allows eligible employees to supplement any existing retirement and pension benefits by saving and investing before-tax dollars through a voluntary salary contribution.

Contributions and any earnings on contributions are tax-deferred until money is withdrawn. Distributions are usually taken at retirement, when many participants are typically receiving less income and, therefore, may be in a lower income tax bracket than while working.

Why should I participate in the Plan?

You may want to participate if you are interested in saving and investing additional money for retirement and/or reducing the amount of current federal income tax you pay each year. The Plan can be an excellent tool to help make your future more secure.

You may also qualify for a federal income tax credit by participating in the Plan. For more information about this tax credit, please contact your on-site Great-West Retirement Services® (Great-West) representative.¹

Is there any reason why I should not participate in the Plan?

Participating may not be advantageous if you are experiencing financial difficulties, have excessive debt, do not have an adequate emergency fund (typically in an easy-to-access account), or expect to be in a higher tax bracket during your retirement. Please contact your on-site Great-West representative if you have any questions.

Who is eligible to enroll?

All employees who are employed by Children's Hospital Colorado are eligible to make employee elective deferral contributions. There are no minimum age or service requirements for participation in the employee elective deferral contribution portion of the Plan. You will enter the Plan on the first day of the first payroll period following enrollment in the Plan.

To be eligible for the employer match, employees must meet the following criteria:

- Be age 18 or older.

The following Employees are excluded employees for Matching Contributions:

- Reclassified Employees
- Leased employees
- Employees who are Contract physicians / Interns / Fellows / Residents
- Temporary employees
- Employees who are paid through grants that exclude benefits

How do I enroll?

Visit the website, www.childrensco4you.com or complete the appropriate enrollment forms, indicating the amount you wish to contribute, your investment option selection(s), and your beneficiary designation(s). Please return the form(s) to your on-site Great-West representative.

What are the contribution limits?

In 2012, the maximum contribution amount is 100% of your compensation or \$17,000, whichever is less. It may be indexed in \$500 increments after 2012. These limits may be reduced depending on the terms of the Plan.

Participants turning age 50 or older in 2012 may contribute an additional \$5,500. These limits may be indexed in \$500 increments after 2012. Once you meet the annual maximum and if you are eligible, any additional contributions will automatically be designated as catch-up contributions.

How much is the employer contribution?

Children's Hospital Colorado matches 100% of your contribution up to the first 6% of your salary.

What are my investment options?

A wide array of core investment options is available through the Plan. Each option is explained in further detail in the Plan's fund data sheets. Investment option information is also available through the website at www.childrensco4you.com and KeyTalk®, toll free, at (877) 824-4968. The website and KeyTalk are available 24 hours a day, seven days a week.¹ Your on-site Great-West representative is also available to provide assistance.¹

Managing Your Account

How do I keep track of my account?

Great-West will mail you a quarterly account statement showing your account balance and activity. You can also check your account balance and move money among investment options on the website at www.childrensco4you.com or by calling KeyTalk at (877) 824-4968.¹

How do I get my PIN?

Your Personal Identification Number (PIN)² will be mailed to you as a new participant in the Plan. If you have lost or forgotten your PIN, please contact Great-West.

How do I make investment option changes?

Use your PIN and Username to access the website, or you can use your Social Security number and PIN to access KeyTalk.² Subject to your Plan's rules, you

can move all or a portion of your existing balances among investment options and change how your payroll contributions are invested.

How do I make contribution changes?

To change your contribution amount, log on to www.childrensco4you.com or call KeyTalk at (877) 824-4968.

Rollovers

May I roll over my account from my former employer's plan?

Yes, but only approved balances from a 401(a), 401(k), 403(b), or governmental 457(b) plan or an IRA may be rolled over to the 403(b) Plan, depending on the terms of your Plan. Depending on the timing and methodology you use, the amount may be subject to the 10% early withdrawal federal tax penalty. Please check with your on-site Great-West representative regarding any applicable fees on the rollover account.

May I roll over my account if I leave employment with my current employer?

If you sever employment with your current employer, you may roll over your account balance to another 401(a), 401(k), 403(b) or governmental 457(b) plan, if your new employer's plan accepts such rollovers. You may also roll over your account balance to an IRA. Please contact your on-site Great-West representative for more information.¹

Vesting

When am I vested in the Plan?

Vesting refers to the percentage of the Children's Hospital Colorado contribution you are entitled to receive from the Plan upon the occurrence of a distributable event. Your contributions to the Plan and any earnings they generate are always 100% vested (including rollovers from previous employers). Your employer contributions are vested as follows.

Years of Service	Vested Percentage of Employer Contributions
1 year	0%
2 years	20%
3 years	40%
4 years	60%
5 years	100%

Distributions

When can I receive a distribution from my account?

Qualifying distribution events are as follows:

- Retirement
- Permanent disability (as defined by the Internal Revenue Code and your Plan's provisions)
- Financial hardship (as defined by the Internal Revenue Code and the Plan's provisions)
- Severance of employment (as defined by the Internal Revenue Code)
- Attainment of age 59½
- Death (upon which your beneficiary receives your benefits)

Ordinary income tax will apply to each distribution. Distributions received prior to age 59½ may also be assessed a 10% early withdrawal federal tax penalty.

What are my distribution options?

1. Leave the value of your account in the Plan until a future date.
2. Receive:
 - Periodic payments;
 - Partial lump sum with remainder paid as periodic payments;
 - A lump sum.
3. Roll over your account balance to another 401(a), 401(k), 403(b) or governmental 457(b) plan or to an IRA.

What happens to my account when I die?

Your designated beneficiary(ies) will receive the remaining value of your account, if any. Your beneficiary(ies) must contact a Great-West representative to request a distribution.

Fees

Are there any recordkeeping or administrative fees to participate in the Plan?

There are no recordkeeping or administrative fees to participate.

Are there any fees for the investment options?

Each investment option has an investment management fee that varies by investment option.

These fees are deducted by each investment option's management company before the daily price or performance is calculated. Fees pay for trading of securities within the investment options and other management expenses.

Funds may impose redemption fees on certain transfers, redemptions or exchanges. There may be a recordkeeping or administrative fee for investing in certain investment options. Please contact your Great-West representative for more information about any potential investment option fees.

Are there any distribution fees?

There are no charges for distributions taken at the occurrence of any of the qualifying distribution events listed previously. Before making a distribution, contact your on-site Great-West representative to get more information.

Loans

May I take a loan from my Plan account?

The Plan allows you to borrow the lesser of \$50,000 or 50% of your total account balance. The minimum loan amount is \$1,000, and you have up to five years to repay your loan—up to 20 years if the money is used to purchase your primary residence. There is a \$50 origination fee for each loan which is deducted from the loan proceeds, plus an ongoing annual fee of \$25 assessed to your account at \$6.25 quarterly.

Taxes

How does my participation in the Plan affect my taxes?

Because your contributions are taken out of your paycheck before taxes are calculated, you pay less in current income tax. You do not report any current earnings or losses on your account on your current income tax return, either. Your account is tax-deferred until you withdraw money, usually at retirement.

Distributions from the Plan are taxable as ordinary income during the years in which they are distributed or made available to you or your beneficiary(ies) at your then-current tax rate. A 10% early withdrawal federal tax penalty may also apply to distributions taken before age 59½.

Investment Assistance

Can I get help with my investment decisions?

Employees of Great-West and Children's Hospital Colorado cannot give investment advice. There are financial calculators and tools on the website that can help you determine which investment options might be best for you if you would like to construct your Plan account yourself. Contact your onsite Great-West representative to review the tools and services available to you.

How can I get help choosing my investment options?

The Plan offers access to three different levels of investment advisory tools and services called Reality Investing[®] Advisory Services (Advisory Services). You can have Advised Assets Group, LLC (AAG), a federally registered investment adviser and a wholly owned subsidiary of Great-West Life & Annuity Insurance Company, manage your retirement account for you. Or if you prefer to manage your retirement account on your own, you can use online investment guidance and advice tools. These services provide a retirement strategy based on your investment goals, time horizon and tolerance for risk. There is no guarantee that participation in Reality Investing Advisory Services will result in a profit or that your account will outperform a self-managed portfolio.

Contact your on-site Great-West representative to get more information about the different levels of service or log on to your account at www.childrensco4you.com and click on the "Reality Investing" tab.

What fees do I pay to participate in Advisory Services?

Contact your on-site Great-West representative for more information on the fees associated with Advisory Services. There is no cost to use the Online Investment Guidance tool or the Online Investment Advice tool. If you choose to have AAG manage your account for you, the annual Managed Account fee will be 0.10% of your account balance assessed to your account quarterly.

How do I get more information?

Visit the website at www.childrensco4you.com or call KeyTalk, at (877) 824-4968 for more information. The website provides information regarding the Plan and financial education, as well as financial calculators and other tools to help you manage your account.

To schedule an individual appointment, contact your on-site Great-West representative at (720) 777-4250, or call toll-free at (855) 238-0504.

1 Access to KeyTalk and the website may be limited or unavailable during periods of peak demand, market volatility, systems upgrades/maintenance or other reasons. Transfer requests made via the website or KeyTalk received on business days prior to close of the New York Stock Exchange (2:00 p.m. Mountain Time or earlier on some holidays or other special circumstances) will be initiated at the close of business the same day the request was received. The actual effective date of your transaction may vary depending on the investment option selected.

2 The account owner is responsible for keeping the assigned PIN confidential. Please contact Great-West Retirement Services immediately if you suspect any unauthorized use.

Core securities, when offered, are offered through GWFS Equities, Inc. and/or other broker dealers.

Great-West Retirement Services[®] refers to products and services provided by Great-West Life & Annuity Insurance Company, FASCore, LLC (FASCore Administrators, LLC in California) and their subsidiaries and affiliates.

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Form# CB1119PH 95824-01PH (08/12) PT155776