

Southwest Retirement and Cash Balance Plan

The Southwest Retirement and Cash Balance Plan is a cash balance defined benefit plan that covers employees of the Southwest Community Health System who were employed prior to December 31, 2015. Effective December 31, 2015, the Plan was amended such that any additional benefit accruals were ceased and benefit accruals as of December 31, 2015 were frozen.

Prior to December 31, 2015, an eligible employee became a participant in the Plan upon completing one year of eligible service and attaining age twenty-one. Participants vested in the Plan after completing three years of credited service or five years of credited service for participants entering the Plan prior to January 1, 2009. No eligibility years or years of service have been credited on or after January 1, 2016.