



UMPIP Plan Highlights

The United Methodist Personal Investment Plan (UMPIP) has both basic and optional plan provisions. As a plan sponsor, you may structure the plan to meet your needs by selecting from a variety of plan design options. These choices shape how the General Board of Pension and Health Benefits of The United Methodist Church (General Board) will administer the plan on behalf of your eligible lay employees and clergy.

Basic Provisions

Eligibility for Participant Contributions

- All clergy and lay employees upon date of appointment or hire

Participant Contributions

- Before-tax
- After-tax
- Before-tax rollover
- After-tax rollover
- Transfer from another 403(b) plan

Compensation

- 415 compensation (similar to taxable cash salary plus housing allowance or parsonage plus before-tax salary deferrals)

Investments

- Participant invests both plan sponsor and participant contributions
- Seven fund choices
- LifeStage Investment Management Service available
- Financial planning support available

Distribution Options

- Partial or full lump sums
- Monthly or annual cash installments

Distribution Available Upon

- Termination of employment/conference membership
- Retirement
- Disability as defined in UMPIP
- Death

Hardship Loans

- Unreimbursed medical expenses
- Post-secondary education expenses
- Primary or secondary residence purchase
- Prevent foreclosure or eviction on primary residence
- Funeral and burial expenses
- Catastrophic damage to primary residence
- Other severe financial hardship

Hardship Withdrawals

- Unreimbursed medical expenses
- Post-secondary education expenses
- Primary residence purchase
- Prevent foreclosure or eviction
- Funeral and burial expenses
- Catastrophic damage to primary residence

Age 59½ Withdrawals

Withdrawals from Rollover Accounts

(continued)

Plan Sponsor Choices

Optional Automatic Enrollment of All Participants

- No automatic enrollment
- 1% to 5% of compensation on a before-tax basis

Classification of Employees for Plan Sponsor Contributions

- Permanent employees (excluding temporary and seasonal)
- All employees

Eligibility Requirements for Plan Sponsor Contributions

- Hours of service
 - No minimum
 - 1,000 hours of service per year
 - 1,040 hours of service per year
- Minimum age
 - None
 - 18 to 21
- Minimum service
 - None
 - 1 to 12 months

Participation Date for Plan Sponsor Contributions

- First day of the month after the employee meets eligibility requirements
- Earlier of January 1 or July 1 after employee meets eligibility requirements

Vesting for Plan Sponsor Contributions

- 100% immediate
- 1 to 36 month cliff
- 5-year graded (20% yearly)

Plan Sponsor Contributions*

- Matching contribution
 - 50% of participant contributions up to 6% of compensation
 - 100% of participant contributions up to 6% of compensation
 - x % of participant contributions up to (1% to 99%) of compensation
- Non-matching contribution
 - 1% to 12% of compensation
- Conditional contribution
 - 1% to 20% of compensation
 - Conditional upon participant contributions of 0% to 4% of compensation
- Discretionary Contribution
 - Determined at year-end
- None

Contribution Calculation Period

- Pay period
- Monthly
- Annually (for discretionary contributions only)

Disability

- No plan sponsor contributions for participants on disability as defined in UMPIP
- Continue plan sponsor contributions for participants on disability

* Clergy appointed to conference responsible or conference controlled entities are not eligible for UMPIP plan sponsor contributions until January 1, 2007.