Ascension Healthcare Retirement Savings Program

Ascension Healthcare 403(b) Retirement Savings Plan
Ascension Healthcare Employer Contribution Account

Plan Summary

Revision Date: January 1, 2023

Ascension

myAscension benefits

For Information About Your Benefits

If you have questions about the Ascension Healthcare Retirement Savings Program, there are several resources available in addition to this Summary.

Transamerica

Transamerica is the recordkeeper for the Ascension Healthcare Retirement Savings Program and your primary source for information about the Program and other retirement planning resources**.**

- Go to **transamerica.com/portal/ascension** where you can enroll or set up an online account, access your account information, see how your investments are doing, and more! This website is available 24/7 and also offers other tools and resources to help you plan for retirement.
- Call **877-346-7284** and follow the prompts to speak with a Transamerica *Participant Advisory Counselor*.
- Schedule a one-on-one meeting with your *Retirement Planning Consultant* who can answer questions about the Program, help you enroll, review your account, and share how you can get a personalized investment strategy. Go online to **transamerica.com/portal/ascension** (Schedule tab) for information on how to schedule an appointment.

You can also contact **Ascension Pension Services** for general information about the Program.

- Call **877-346-7284** and follow the prompts to speak with Ascension Pension Services.
- Email pensionservices@ascension.org.
- Send correspondence to Ascension Pension Services at one of the following addresses:

  4600 Edmundson Road
  St. Louis, MO 63134

  or

  P.O. Box 45998
  St. Louis, MO 63145-5998

Contents

Section 1: Introduction

This document provides a summary of the Ascension Healthcare Retirement Savings Program, which includes the following two plans.

- A 403(b) plan, which provides for your Employee Contributions as described in *Section 3*. This Plan is officially called the **Ascension Healthcare 403(b) Retirement Savings Plan ("403(b) Plan")**.
- A profit-sharing plan, which provides for any Employer contributions that may be made on your behalf. This Plan is officially called the **Ascension Healthcare Employer Contribution Account ("ECA Plan")**.

The two Plans are collectively referred to as the **Ascension Healthcare Retirement Savings Program ("Retirement Savings Program," "Program" or "Plan(s)")**. The Plans are eligible for the tax benefits under sections 403(b) and 401(a) of the Code.

See the Glossary for Definitions of Terms
Many terms that are defined in the official Plan document are also used throughout this Summary. Other terms that are not defined in the official Plan document are used solely for purposes of this Summary. Many of these terms, which are capitalized, are defined in the *Glossary* provided in *Appendix I*.

Also note that "you" refers to the Participant and "day" or "days" refers to calendar day(s).

This Document is a Summary

The information in this document is intended to serve as a summary of the Plans. The Plans are governed by formal Plan documents and if there are any conflicts between this Summary and the formal Plan documents, the terms of the Plan documents will prevail. **The information in this Summary describes the provisions of the Plans in effect as of January 1, 2023.**

This Summary does not constitute a contract of employment or a guarantee of benefits or future employment. In addition, your participation in the Retirement Savings Program should not be construed as an employment contract.

Provisions Specific to Your Health Ministry
This Summary describes the general provisions that apply to all health ministries that offer the Retirement Savings Program. For requirements and provisions that apply specifically to your health ministry, see *Appendix II*.

An oral representation regarding the Plans will not be binding on the Plans, even if an oral representation is made by an authorized Plan representative.

Both Plans are defined contribution church plans. The Plan Sponsor and the Plan Administrator of the Plans are controlled by or associated with the Roman Catholic Church. As church plans, the Plans are not subject to the Employee Retirement Income Security Act of 1974 ("ERISA").

The Plans are not insured by the Pension Benefit Guaranty Corporation, a federal insurance agency, because defined contribution plans are not eligible for this insurance.

Section 2: Participation, Eligibility and Vesting

Participation

All Employees of Participating Institutions are eligible to participate in the Retirement Savings Program except as provided below:

- Leased employees and independent contractors are not eligible to participate in the Program.
- Union associates may be eligible to make Pre-Tax Salary Deferrals and/or Roth Elective Deferrals (also known collectively as “Employee Contributions”) under the 403(b) Plan and receive Employer contributions under the ECA Plan if the collective bargaining agreement specifically provides for participation in the Program and the associates meet any other eligibility requirements.

Health Ministry Effective Dates

The Effective Date of the benefits described in this Summary is the health ministry’s:

- **Redesign Effective Date**: January 1, 2013 or later, or
- **Transition Effective Date**: January 1, 2004, January 1, 2005, January 1, 2006, or other date before the Redesign Effective Date.

See *Appendix II* for your Participating Institution’s Effective Date.

403(b) Plan

The 403(b) Plan provides eligible Employees with the opportunity to save for retirement by making pre-tax and/or after-tax contributions through salary deferrals. These contributions are referred to as **Pre-Tax Salary Deferrals** and **Roth Elective Deferrals**, respectively, in this Summary.

Participation in the 403(b) Plan is voluntary. If you are eligible for the 403(b) Plan, you may elect to make Pre-Tax Salary Deferrals and Roth Elective Deferrals as soon as administratively feasible on or after your first day of employment or reemployment. You may stop or resume your contributions, or change the amount of your contributions, at any time.

If you do not enroll in the 403(b) Plan when first eligible, you may later enroll at any time.

To enroll in the 403(b) Plan (or make changes to your elections following enrollment), go online to transamerica.com/portal/ascension or call **877-346-7284**. See *For More Information About Your Benefits* at the beginning of this Summary for additional details.

ECA Plan

There are two types of Employer contributions you may be eligible for under the ECA Plan.

Employer Matching Contributions

You are eligible for Employer Matching Contributions if you make Employee Contributions to the 403(b) Plan and are in a job classification regularly scheduled to work at least the number of hours per pay period required by your health ministry as stated in *Appendix II*.

Employer Automatic Contributions

As of the Effective Date specified in *Appendix II* for your health ministry, you will be eligible to receive an annual Employer Automatic Contribution (or "EAC"), regardless of whether you contribute to the 403(b) Plan, provided you meet the eligibility requirements.

You are initially eligible to receive an EAC the first calendar year in which you are credited with at least 1,000 Hours of Service and earn a year of Benefit Service. To be eligible to receive the annual contribution for later years, you must earn a year of Benefit Service for the particular year.

Vesting

Vesting refers to your ownership, or your nonforfeitable right to receive, the benefits you earn as a Participant in the Retirement Savings Program.

You earn 1 year of Vesting Service for each calendar year in which you are credited with at least 1,000 Hours of Service with a Participating Institution or an Associated Entity.

> **Benefit Service**
> See the *Glossary* in *Appendix I* for details on how you earn a year of Benefit Service.

<u>Note</u>: All Hours of Service related to a single payroll period will be credited only to the calendar year that includes the pay date related to that payroll period, even if some or all of the hours were actually worked in the prior calendar year.

Employer Matching Contributions

You are Vested in Employer Matching Contributions (and related investment earnings) as follows:

- If you were credited with one paid Hour of Service before your health ministry's Transition Effective Date or Redesign Effective Date (as specified in *Appendix II)*, you are 100% Vested in your Employer Matching Contributions (and related investment earnings).

> **Your Contributions**
> You are always fully Vested in your contributions (and related investment earnings) to the 403(b) Plan.

- If you are hired on or after the Transition Effective Date or Redesign Effective Date and you are an active Participant, you are Vested in your Employer Matching Contributions (and related investment earnings), provided you are an actively-employed Participant:
  - After you have been credited with the number of years of Vesting Service required by your health ministry as specified in *Appendix II,*
  - When you reach age 65,
  - At the time of your death, or
  - As otherwise specified in the Plan.

Employer Automatic Contributions

You are Vested in Employer Automatic Contributions (and related investment earnings), provided you are an actively-employed Participant:

- After you have been credited with the number of years of Vesting Service required by your health ministry as specified in *Appendix II*,

- When you reach age 65,
- At the time of your death, or
- As otherwise specified in the Plan.

You may also be entitled to Vesting Service for your period of employment prior to the date your Participating Institution adopted the Plan or for your period of employment with an employer that was acquired by your Participating Institution. This Vesting Service will be calculated in accordance with the conditions set forth at the time your Participating Institution adopted the Plan.

If you are not Vested upon Termination of Employment, you are not entitled to Employer Matching Contributions and/or Employer Automatic Contributions under the Plan.

Breaks in Service

The term “Break in Service” means any calendar year in which you are not credited with more than 500 Hours of Service, regardless of whether you are actively employed or have terminated employment. However, an Employee or a Participant who has terminated employment will not incur a Break in Service in the first Plan Year that he or she fails to be credited with more than 500 Hours of Service solely because of maternity or paternity absence or absence under the Family and Medical Leave Act of 1993.

If you have 5 or more consecutive Breaks in Service at a time when you are not Vested, your years of Vesting Service, Benefit Service and Service Points are forfeited.

Breaks in Service before the applicable Redesign Effective Date or Transition Effective Date are determined according to the provisions of the Plans in effect before that date.

Section 3: Your Plan Benefits

Employee Contributions

You may elect to make two different types of contributions to the 403(b) Plan as described below.

- **<u>Pre-Tax Salary Deferrals</u>**: Pre-Tax Salary Deferrals are deducted from your paycheck *before* taxes are withheld. By saving for retirement on a pre-tax basis, you defer paying federal taxes, and, in most states, state income taxes on your Pre-Tax Salary Deferrals. This means that the amount of taxes withheld from your pay will be determined based on your gross pay *minus* your Pre-Tax Salary Deferrals. You and your Employer will continue to pay Social Security (FICA) taxes based on *all* of your pay subject to Social Security taxes.
- **<u>Roth Elective Deferrals</u>**: Roth Elective Deferrals are deducted from your paycheck *after* taxes are withheld. By saving for retirement on an after-tax basis, unlike Pre-Tax Salary Deferrals, you will not pay any taxes on qualified distributions when the money is withdrawn from the Plan. However, you generally must wait five years after your first Roth Elective Deferral is made to the Plan and meet certain other requirements before any earnings on those deferrals can be distributed tax free.

These contributions are collectively referred to as "Employee Contributions" throughout this Summary.

Generally, you may elect to contribute up to 80% of your Earnings, or up to the Internal Revenue Service ("IRS") dollar limit for the calendar year, whichever is less. The IRS dollar limit on the total amount of your Employee Contributions is $22,500 in 2023 (or $30,000 if you are age 50 or older), indexed thereafter. See *Limits on Contributions* later in this section for additional details about contribution limits and other provisions that may allow you to make additional contributions.

You decide how much you wish to contribute each pay period, either a whole percentage of your Earnings or a fixed whole dollar amount, and the contribution type(s) you prefer. Whichever method you choose (percentage or dollar amount) will apply to both Pre-Tax Salary Deferrals and Roth Elective Deferrals if you make both types of Employee Contributions. If you need help determining if one or both contribution types are right for you, consider meeting with your Transamerica Retirement Planning Consultant or personal financial advisor.

Your Employee Contributions will be deducted from your paycheck each pay period and deposited in your **403(b) Individual Account**.

How to Enroll

- Go online to transamerica.com/portal/ascension, where you may enroll, choose your investment strategy and designate your Beneficiary(ies). You may also choose e-services to receive information by email rather than mail to your home address.
- Call **877-346-7284** and follow the prompts to speak with a Transamerica Participant Advisory Counselor. You will be mailed a confirmation of your elections and a form to designate your Beneficiary(ies).
- Make an appointment with your Retirement Planning Consultant. Visit transamerica.com/portal/ascension for contact information for the Retirement Planning Consultant in your health ministry.

<u>Note</u>: Changes to your elections may also be made online or by telephone and will be effective with the next full pay period, or as soon as possible thereafter.

Maximize Your Retirement Savings

- **Enroll in Auto-Increase** so that your Pre-Tax Salary Deferral and/or Roth Elective Deferral rate will automatically increase each year by an amount and on a date that you specify. For example, you could elect to have your contribution rate(s) automatically increase by 1% on July 1 of each year. While you may barely notice a difference in your take-home pay, you could see a big difference in your savings over the long run. You can choose to stop automatically increasing your contribution rate(s) at any time. To learn more about Auto-Increase, go online to transamerica.com/portal/ascension or call **877-346-7284**.
- **Determine Your Employer Matching Contribution.** Before deciding how much to contribute, consider the amount of Employer Matching Contributions that your health ministry offers. See *Appendix II* to determine your health ministry's Match Percentage and review *Employer Matching Contributions* below for additional details.

Employer Matching Contributions

To encourage you to save for your retirement, your health ministry may provide an Employer Matching Contribution if you make Employee Contributions to the 403(b) Plan and meet the eligibility requirements as described in *Section 2*.

> **Match Percentage**
> See *Appendix II* for your health ministry's Match Percentage, if applicable.

Your Employer Matching Contributions are based on:

- The amount of **Employee Contributions** you make each pay period (not the total of your Employee Contributions for the entire Plan Year), and
- Your **Employer's matching contribution formula** (also referred to as your "Match Percentage"*)*.

Determining the Amount of Your Employer Matching Contribution	
Formula	Your Employer Matching Contribution is equal to **X%** of the first **X%** (the Match Percentage adopted by your health ministry as provided in *Appendix II*) of Earnings you contribute each pay period.
Example	Terry's annual Earnings is $30,000. Terry's health ministry provides a Match Percentage equal to 50% of the first 6% of Earnings he contributes each pay period. If Terry wants to receive the full match each pay period, he would elect to defer at least 6% of his pay each pay period. The amount of his Employee Contributions and Employer Matching Contributions for each pay period would be determined as follows: • $30,000 ÷ 26 (number of pay periods in the Plan Year) = $1,154. • $1,154 x 6% = $69.24 (Terry's Employee Contributions each pay period). • $69.24 x 50% = $34.62 (Employer Matching Contributions each pay period). If Terry elects to make the full 6% Employee Contribution of $69.24 for each of the 26 pay periods during the Plan Year: • Terry's total Employee Contributions for the Plan Year = $69.24 x 26 = **$1,800.24**. • Terry's total Employer Matching Contributions for the Plan Year = $34.62 x 26 = **$900.12**.

The Employer Matching Contribution may begin on the first full payroll period following your date of hire or the first full payroll period after you elect to make Employee Contributions, if later. Employer Matching Contributions will be deposited in your **Employer Contribution Individual Account** each pay period and will be based on your Employee Contributions for the applicable pay period. Remember, the Matching Contribution is determined based on each pay period (not the Plan Year) during which you make Employee Contributions. **Therefore, you will not receive Employer Matching Contributions for any pay period that you do not make Employee Contributions.**

If you work for more than one Employer in a year, the matching contribution for the period of time you worked for each Employer will be based on the particular health ministry's Match Percentage (as provided in *Appendix II*).

For information about Employer Matching Contributions before your health ministry's Effective Date, please contact your Transamerica Retirement Planning Consultant. See *For More Information About Your Benefits* at the beginning of this Summary for additional details.

Employer Automatic Contributions

If your health ministry offers an Employer Automatic Contribution ("EAC"), for each Plan Year on and after the Effective Date specified in *Appendix II*, you will receive an annual EAC, regardless of whether you made Employee Contributions under the 403(b) Plan, provided you met the eligibility requirements described in *Section 2* for the applicable year.

The amount of your annual EAC is equal to a percentage (also referred to as your "EAC Percentage") of your Earnings for the particular year. Your health ministry's annual EAC Percentage is based on your Service Points on December 31 of each year. A minimum annual EAC, if you complete a Year of Benefit Service for a Plan Year, may apply.

Service Points and Benefit Service
See the *Glossary* in *Appendix I* for definitions of these terms.

EAC Percentage and Minimum EAC Formula
See *Appendix II* for your health ministry's EAC Percentage and Minimum EAC Formula, if applicable.

Determining the Amount of Your Employer Automatic Contribution	
Formula	If applicable, your annual EAC is equal to **X%** (or EAC Percentage) of your Earnings for the specific Plan Year (January 1-December 31).
Example	Terry's health ministry provides an EAC based on years of Benefit Service. As of the last day of the 2020 Plan Year, Terry is credited with eight years of Benefit Service and has met the eligibility requirements described in *Section 2*. The EAC Percentage that applies to Terry's health ministry is equal to 2.5% of his Earnings for eligible Participants with 5-9 years of Benefit Service. If Terry earned $30,000 in 2020, then his 2020 EAC would equal $750 ($30,000 x 2.5%).

If you are eligible for the EAC for a particular Plan Year, your EAC for that Plan Year will be deposited in your Ascension Healthcare **Employer Contribution Individual Account,** typically in the first or second quarter following the end of the applicable Plan Year.

Other Employer Contributions

Any other Employer contributions (such as transition or discretionary contributions) that may be offered (related to unique market conditions at a specific health ministry) are described in *Appendix II*.

Limits on Contributions

There are three limits on contributions under the Plan that must be complied with on a calendar-year basis.

Code Section 402(g) Limit

Code section 402(g) limits the total combined amount of elective deferrals (for example, Pre-Tax Salary Deferrals and Roth Elective Deferrals) made by you each year to all qualifying plans you participate in (including the 403(b) Plan). Total contributions are limited to $22,500 for 2023, indexed thereafter, unless you qualify for the *age 50 catch-up contribution* or the *cap expansion* described below. Deferral amounts over the annual 402(g) limit are called "excess deferrals." If you make excess deferrals under the 403(b) Plan in any calendar year, then the excess amount will be distributed to you (as taxable income) by the following April 15. You may also file a claim by March 1 if your Pre-Tax Salary Deferrals and Roth Elective Deferrals in the prior year under this 403(b) Plan plus salary deferrals under any other qualifying plan are in excess.

Age 50 Catch-Up Contribution. In accordance with the provisions of the Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA), you are eligible to make catch-up contributions to the 403(b) Plan beginning the year in which you turn age 50. For 2023, the maximum catch-up contribution is $7,500, indexed thereafter.

Cap Expansion. The cap expansion, which increases the Code Section 402(g) limit described above, is available only to Participants who have completed 15 years of service (with entities controlled by or under common control with Ascension Healthcare, or any other entity designated as a Participating Institution), and whose average annual Employee Contribution over his or her years of service was less than $5,000. Such a Participant can contribute up to $3,500 extra per year, with a $15,000 lifetime maximum.

Code Section 415(c) Limit

Section 415(c) of the Code limits the annual additions that may be allocated to an individual's account in any calendar year. The maximum annual addition is the lesser of 100 percent of compensation or $66,000 in 2023 ($73,500 if age 50 or older), indexed thereafter. Annual additions include both Employee Contributions and Employer contributions.

Code Section 401(a)(17)

Section 401(a)(17) of the Code limits the annual earnings that may be taken into account for purposes of the Plan in any calendar year. For 2023, this earnings limitation is $330,000. This means that your pay in excess of this limit will be excluded from Earnings and will not be included in determining contributions to the Program.

Section 4: Your Plan Accounts

As explained at the beginning of this Summary, your Retirement Savings Program consists of two plans – the 403(b) Plan and the ECA Plan. Your funds under the Plans are held under two separate Individual Accounts – your 403(b) Individual Account under the 403(b) Plan and your Employer Individual Account under the ECA Plan.

Note: Each Individual Account may have various sub-accounts (sources), depending on the different types of funds a Participant has under the Plans.

With respect to your **403(b) Individual Account in the 403(b) Plan**, your Pre-Tax Salary Deferrals are deposited into a sub-account called the Pre-Tax Salary Deferral Account. Your Roth Elective Deferrals are deposited into a sub-account called the Roth Elective Deferral Account. You may also have a Participant Rollover Account for funds you rolled over from an IRA or unrelated qualified employer's plan into the 403(b) Plan. Or, if your Employer merged the assets of a previous plan into the 403(b) Plan, any assets attributable to you may be deposited into a Frozen After-Tax Account, Frozen Employer Contribution Account, and/or Frozen Matching Account. Other sub-accounts may apply to you as well.

With respect to your **Employer Individual Account in the ECA Plan**, any Employer Automatic Contributions are deposited into your Participating Institution Account and Employer Matching Contributions are deposited into your Matching Contribution Account. Each of these accounts may also include other Employer contributions transferred to the ECA Plan. Your Employer Individual Account may also include a Participant Rollover Account as described above. Other sub-accounts may apply to you as well.

Any investments applicable to a specific sub-account will be held in that account.

Your Individual Accounts are held by Transamerica. Each calendar quarter you will receive a statement from Transamerica showing account balance information and details of the activity during the previous calendar quarter.

Investing Your Individual Accounts

You decide how the funds in your Individual Accounts will be invested, choosing from the Program's investment options — Core Funds and a Brokerage Account. You may change how the funds in your Individual Accounts are invested at any time.

Choose Your Investment Approach

It is your responsibility to ensure that your investments are positioned to best meet your needs over the long term. In general, there are two approaches to investing in Core Funds:

- The "**invest with help**" approach, Transamerica's asset allocation service, which is the Program's default investment option and uses the Core Funds available in the Program, or
- The "**invest on your own**" approach where you determine your own investment mix from the Core Funds or Brokerage Account.

You will have access to the Core Funds offered through the Program regardless of the approach you choose.

The individual investment funds available through the Core Funds and/or Brokerage Account are subject to change as part of Ascension's ongoing monitoring process. Changes in individual investment funds available under the Program are announced through mailings to your home address or by email if you have elected Transamerica's e-services.

Your Individual Account balances are adjusted to reflect investment income and changes in market values. General economic conditions could cause negative, as well as positive, investment results. You are encouraged to make investment decisions after considering all possible risks and within the context of your own goals and risk tolerance.

Resources for Investing Decisions
The Program offers the following resources to help you make the investment decisions that are best for you:

- Your Retirement Planning Consultant can help you determine your investment strategy. Visit transamerica.com/portal/ascension for information on how to make an appointment with the Retirement Planning Consultant serving your health ministry.
- A sample mix chart (available from your Retirement Planning Consultant) will help you determine if the Program's default investment option or another asset mix of the Program's Core Funds is best suited given your time horizon and risk tolerance.
- Education resources, online tools, fund prospectuses and other materials are available online at transamerica.com/portal/ascension.

Loans

The Program is designed to provide a way for you to save for your retirement. It is not intended to be used as a regular savings account. However, prior to termination of employment, you may request a loan from your Pre-Tax Salary Deferral Account and/or Participant Rollover Account, subject to certain exceptions as provided below.

Loans are not permitted from your Roth Elective Deferral Account, Frozen Roth Contribution Account or Employer Individual Account, as applicable.

> If you have any questions about loans under the Program, call **877-346-7284** and follow the prompts to speak with a Transamerica Participant Advisory Counselor.

The minimum loan amount is $1,000. The maximum loan amount is 50% of your 403(b) Individual Account balance, not to exceed $50,000, reduced by your highest outstanding principal loan balance in the last 12 months from all qualified plans of your Employer. For example, if your 403(b) Individual Account balance is $15,000, and this is your first loan, you could borrow up to $7,500 (50% of your 403(b) Individual Account balance).

You are limited to two loans at any given time and there is a six-month waiting period between loans. Also, if you have two loans outstanding, you will not be eligible for another loan until you have paid off at least one loan and satisfied the six-month waiting period.

If you are making rollovers from previous employer accounts, remember that you may not take loans from your Employer Contribution Individual Account. Therefore, if possible, choose your Participant

Rollover Account in the 403(b) Plan for rollovers so that you can have loan access to the funds that you roll into the Plan. Contact your Transamerica Retirement Planning Consultant if you have questions about loans. See *For More Information About Your Benefits* at the beginning of this Summary for additional details.

How to Obtain and Repay a Loan

- You can apply for most loans by simply going online to transamerica.com/portal/ascension and following the online instructions. For home purchase loans, you must submit proof that the loan is for your primary residence as well as a copy of the purchase contract. You will also be required to complete a paper application form. Download the Home Loan application form available online and submit your loan and other required documentation to the address provided on the form.
- Transamerica will process the requested loan amount and will prepare and mail you a loan note and security agreement, check and amortization schedule. Loan payments must be deducted from your paycheck. As you pay back the loan, the principal plus interest is added to your Individual Account. The interest is not tax deductible.
- You may pay off your loan in full at any time without a prepayment penalty.

Cost of Loan

The flexibility of having access to your savings comes with a cost. A loan administrative fee ($75 in 2023) will be deducted from your 403(b) Individual Account for each loan. The loan interest rate will be the "Prime" interest rate plus 1%.

In addition, loans are account-reduction loans, meaning that your Individual Account balance will be reduced by the amount of the loan. This adds an indirect "cost" of the loss of investment opportunity while the funds are not in your 403(b) Individual Account. For example, if your 403(b) Individual Account balance (before taking out the loan) is $150,000, and you are issued a loan for $1,000, your account statement shows that you have a balance of $149,000 plus a loan of $1,000, which means any investment gains or losses will only be applied to your balance of $149,000.

Loan assets will be withdrawn from each investment fund in the proportion that the amount of each investment fund bears to the total amount in all of your investment funds.

Another "cost" to consider is that while your Pre-Tax Salary Deferrals to the 403(b) Plan are made on a pre-tax basis, loan repayments are deducted from your paycheck on an after-tax basis.

Repayment of Loan

Repayments of Plan loans are made through salary deduction. Loans must be repaid within 5 years, unless the loan is for purchase of your home, in which case the loan must be repaid within 10 years.

A default on your loan will occur if you fail to pay the required payments under the Plan. In the event of default, the loan balance will be reported to the IRS as a taxable distribution during the year of the default. If this happens, the remaining loan balance amount is subject to ordinary income taxes and any applicable taxes or penalties for early distribution. **Any loan default is irrevocable.**

Distributable Event. If you have not repaid your loan(s) as of the date a Distributable Event occurs under the Plan, any distribution of your benefits will be reduced by the outstanding loan amount (which will then become taxable), unless otherwise required by law. Distributable Events under both the 403(b) and ECA Plans include retirement, termination of employment or your death before receiving your benefit under the Plan. Under the 403(b) Plan only, disability may also be considered a Distributable Event. Upon retirement or termination of employment, you may also elect to pay off your loan balance prior to distribution or arrange to make payments to Transamerica.

In-Service Withdrawals

The Program is designed for long-term savings to assist you in meeting your retirement income needs. You receive the greatest value from the Program when you keep the funds in your Individual Accounts in the Program for as long as possible; however, under certain conditions, you may be able to request an in-service withdrawal from all or a portion of your 403(b) Individual Account while actively employed. Review this section for details.

> **Important Reminder**
> Consult your personal tax adviser for an analysis of any applicable tax implications and penalties before requesting any in-service withdrawal from the Plan.

Note: Withdrawals are **not** permitted from your Employer Individual Account while you are actively employed.

In-Service Withdrawals Before age 59½ – Financial Hardship

All or a portion of your 403(b) Individual Account may be eligible for withdrawal prior to age 59½ in the event of financial hardship. Any hardship withdrawal must meet the conditions described in this section and in the 403(b) Plan document in order to be approved.

Note: Hardship withdrawals are **not** permitted from your investment earnings or from your Employer Individual Account.

According to 403(b) plan guidelines, a hardship withdrawal is intended to assist you in satisfying an **"immediate and heavy financial need"** and the withdrawal must be necessary to satisfy that hardship. In addition, the need must be one that cannot be satisfied from other sources that are reasonably available to you, including reimbursement by insurance or otherwise, by liquidation of your assets, by cessation of your contributions to the 403(b) Plan, by other distributions or nontaxable loans from plans maintained by your Employer, or by borrowing from commercial sources. Also, the withdrawal cannot exceed the amount of your immediate and heavy financial need.

Only the following categories of expenses are considered qualifying expenses for a hardship withdrawal:

- Payments of amounts necessary to prevent your eviction from, or the foreclosure on, your principal residence.
- Purchase of your principal residence (excluding mortgage payments).
- Amounts for repair of damage to your principal residence, if the amounts would qualify for casualty tax deduction.
- Payment of tuition and related educational fees for the next 12-month or quarterly period for the post-secondary education of you, your Spouse, child(ren) or other dependent.

- Medical expenses which you, your Spouse, child(ren) or other dependent incurs, or amounts necessary for any such individuals to obtain medical care.
- Expenses related to the adoption of a child(ren).
- Payment of your back taxes.
- Payments required to avoid cancellation of health coverage for you, your Spouse, child(ren) or other dependent.
- Funeral expenses of a parent, Spouse, your child(ren) or other dependent.
- Amounts necessary to prevent shut-off of necessary utilities.
- Amounts needed in the event you are receiving disability benefits or would be considered disabled under the Employer's long-term disability plan.

For More Information About In-Service Withdrawals
If you have questions about or would like to request a withdrawal, go online to transamerica.com/portal/ascension or call **877-346-7284** and follow the prompts to speak with a Transamerica Participant Advisory Counselor.

Because a hardship withdrawal is considered a Plan distribution, the Plan Administrator will withhold 10% for federal taxes, unless you request 20% withholding (by submitting a tax withholding form W-4P. In addition, because you are under age 59½, an IRS penalty may apply. You may check a box on the hardship application form if you wish to have the distribution amount increased ("grossed up") by the amount of the federal tax withholding. Note: Withholding will not apply to any funds withdrawn from your Roth Elective Deferral Account or Frozen Roth Contribution Account, if applicable.

In-Service Withdrawals on or After age 59½

Once you reach age 59½, you may elect to withdraw all or a portion of your 403(b) Individual Account for any reason at any time, even if you still are an active Employee, subject to any applicable tax consequences. You may receive your withdrawal in a single payment or in a series of recurring monthly, quarterly, semi-annual or annual payments.

Qualified Birth or Adoption Distributions

You may request a Qualified Birth or Adoption Distribution (QBAD) of up to $5,000 from the Vested portion of your Individual Account for expenses related to the birth or adoption of child. The child must be under the age of 18 or physically or mentally incapable of self-support. Your request must be made during the one-year period after the birth or legal adoption of the child. A QBAD distribution is exempt from the 10% early distribution tax penalty and the 20% mandatory federal tax withholding.

Contact your Transamerica Retirement Planning Consultant if you have questions about QBADs. See *For More Information About Your Benefits* at the beginning of this Summary for contact information.

Withdrawals if Determined to be Disabled

If you become Disabled while a Participant in the 403(b) Plan, you may withdraw all or a portion of your 403(b) Individual Account on or after the last day of the Plan Year coinciding with or next following the date you are determined to be Disabled, subject to any applicable tax consequences. You may receive your withdrawal in a single payment or in a series of recurring monthly, quarterly, semi-annual or annual payments.

Withdrawals from Participant Rollover Account or Frozen After-Tax Account

You may withdraw all or a portion of your Participant Rollover Account and/or Frozen After-Tax Account, if applicable, at any time, subject to any applicable tax consequences.

Withdrawals from Roth Accounts

In-service withdrawals may or may not be permitted from your Roth Elective Deferral Account and/or Frozen Roth Contribution Account depending on how long they have been in the Plan and other factors. Contact Transamerica if you have any questions about in-service withdrawals from your Roth accounts.

Rollovers from Other Plans

You may be able to roll over a distribution from an unrelated employer's qualified 401(a) plan, 403(b) plan, 402 plan, 403(a) plan or 401(k) plan, or a 457(b) plan maintained by a state or its subdivision or agency into this Program. You also may be able to roll over amounts from an individual retirement account (IRA).

Any amounts rolled over to this Program are subject to all of the provisions of this Program, including restrictions about which sub-accounts may accept the rollover. However, you may withdraw all or a portion of any direct rollover held in your Participant Rollover Account in the 403(b) Plan at any time, subject to the tax consequences that apply to any distribution.

As discussed earlier in this section, loans and/or withdrawals are not available from your Employer Individual Account or all of the sub-accounts of your 403(b) Individual Account. Therefore, you may want to consider rolling any eligible distribution from another employer plan or IRA into your Participant Rollover Account in the 403(b) Plan instead of the Participant Rollover Account in the ECA Plan.

Contact your Transamerica Retirement Planning Consultant if you have questions about rollovers. See *For More Information About Your Benefits* at the beginning of this Summary for additional details.

Plan Fees

In developing this program, an important step has been taken to combine the purchasing power of all Participating Institutions and negotiate the best possible fees for Participants. There are two types of fees associated with the Plans: administrative fees and investment management fees.

Administrative Fees

Administrative fees are for core services that are provided to all Participants. These core services include recordkeeping and other services available to all Participants, such as Plan communications and education resources.

- The Retirement Savings Program applies an administrative fee to each of your accounts equal to $32.40 annually, deducted on a monthly basis ($2.70 per month).
- The actual amounts deducted from your accounts, as well as a description of the services to which the administrative fees relate, will be reported on your quarterly benefit statements.

In addition, there are three individual administrative fees that apply only to those Participants that utilize these services:

- An annual $50 fee for participation in the Schwab PCRA option,

- A $75 fee for each loan that is received, and
- A $200 fee (paid by the Participant) for the segregation of an account as a result of a Qualified Domestic Relations Order.

The Plans' fiduciaries closely monitor the Plans' expenses and fees and will communicate any changes in administrative fees to Participants in advance.

Investment Management Fees

Investment management fees pay for fund management and other investment-related expenses. These fees are a percentage of assets that you have invested in each fund. They differ by investment option and are highlighted as "fund expense ratios" in the fund fact sheets, which are provided in your enrollment kit and in the prospectus for each fund.

A "plan service credit" represents an expense refund for one or more of the investment funds offered by the Program. When applicable, a plan service credit is added to your account and lowers the effective annual expense ratios of the investment fund(s) for which a plan service credit applies. Any plan service credit will be reported on your quarterly benefit statements.

It is important to read the fund fact sheets before choosing investment options. While fees are necessary to pay for services offered by the Plans, marginally higher fees do impact your investment return over a period of years.

Section 5: Naming a Beneficiary

You may designate anyone as your Beneficiary to receive the Vested balances in your Individual Accounts in the event of your death.

Designating Your Beneficiary
To designate or change your Beneficiary, go online to transamerica.com/portal/ascension, request a form from your Retirement Planning Consultant, or call **877-346-7284** and follow the prompts to speak with a Transamerica Participant Advisory Counselor.

Beneficiary designations are subject to the following rules.

- Beneficiary designations must be submitted to the recordkeeper for the Retirement Savings Program (currently Transamerica) online or on a form provided by Transamerica. An incomplete Beneficiary designation is not valid and will <u>not</u> be accepted – if you submit an incomplete designation, you will be notified to complete a new one.
- You may designate anyone as your Beneficiary. However, if you are married, your Spouse is automatically your Beneficiary unless you designate someone else. You must obtain the consent of your Spouse in writing in order to designate someone else as Beneficiary. The Spousal Consent must be witnessed by a notary public.
- No Beneficiary designations may be made after your death. To be valid, a Beneficiary designation must be received by Transamerica prior to your death. If there is no Beneficiary designation on file and you die before retirement or Termination of Employment, benefits will be paid to (i) your estate if you are single or (ii) your Spouse if you are married.
- In addition to designating a primary Beneficiary(ies), you are permitted to designate one or more contingent Beneficiaries who will be treated as Beneficiaries in the event your primary Beneficiary(ies) dies prior to payment of a Death Benefit. See *Section 7* for information about the Death Benefit.
- If you name your Spouse as Beneficiary and you are subsequently divorced from that Spouse before benefits commence, your entire Beneficiary designation will automatically become void. You will be required to designate a new Beneficiary. If you are divorced from your Spouse after benefits commence, your Beneficiary designation will <u>not</u> automatically become void, and no change to your Beneficiary designation will be permitted.
- If your marital status changes from what is indicated on your Beneficiary Designation form, you must complete a new form. Your previous elections will become invalid.
- The Plan Administrator has no obligation to identify, locate or pay lineal descendants or heirs pursuant to a *per stirpes* designation.
- A charitable organization cannot be named as a Beneficiary.

Section 6: Receiving Your Benefits

Once you become Vested and eligible to receive a distribution under the Plan, you may choose to receive a distribution of your Vested Program benefits as described in this section.

> You may want to consult with a tax advisor or financial planner before you make any elections regarding when and how to receive your benefits from the Plan.

- You may choose to receive the value of one or more of your Vested Individual Accounts in a single lump sum payment.
- You may choose a one-time partial distribution or a series of recurring payments.
- You may leave one or more of your Vested Individual Accounts in the Program until a later date. If you choose to leave any Vested amounts in the Plan, you may continue to invest your funds in the same investment options as active employees and make any changes to your investment elections.

If you elect to leave any Vested balance(s) in the Program following termination of employment, you must receive a minimum distribution no later than the calendar year in which you reach age 72. You will be advised of the specific distribution required at that time.

See *Section 7* for additional distribution provisions.

<u>Important Reminder</u>: Failure to repay a Plan loan prior to receiving your Plan benefit may result in your benefit being reduced by the outstanding loan amount (which would then become taxable). See *Section 4* for additional details.

Forms of Payment

When you decide to receive a distribution from the Program, you will be asked to select a payment form, as described below.

Optional Forms of Payment	
Full Withdrawal	You may elect to receive a full withdrawal of your Individual Accounts in: • A single lump-sum payment, or • A series of recurring payments (made no less frequently than annually over a period of 10 years or less). If you choose a full withdrawal, no changes in the form of payment are permitted once the due date of your payment (or initial payment) has passed.

Optional Forms of Payment	
Partial Withdrawal	You may elect to receive a partial withdrawal of your Individual Accounts in: • A single lump sum of the amount you choose, or • A series of recurring payments on a monthly, quarterly, semi-annual or annual basis. If you request a *one-time partial withdrawal,* the balance of your Individual Accounts will remain in the Plan until requested at a future date. If you choose a series of recurring payments, your payments will be paid according to the timing and amount you elect until you receive the full balance of your Individual Account. <u>Note</u>: Under this option, you may change the timing or amount you elect. For example, you could retire and initially request a fixed payment of $1,000 per month, and then a few months later, request to change the fixed payment amount to $300 per quarter.

To elect a payment form, you must complete the appropriate election forms and submit them to Transamerica before you want your Plan payment(s) to begin.

Distribution of Small Benefits

When you terminate employment, if the current lump-sum value of your Individual Accounts is $5,000 or less as of the last day of the calendar quarter following your termination date, the Plan's "small benefit" provisions will apply.

- **If the current lump-sum value of your Individual Accounts is less than $200,** you will automatically receive your benefit in a cash payment soon after you leave employment.
- **If the current lump-sum value of your Individual Accounts is at least $200, but not greater than $5,000,** you will receive a notice in writing explaining that an automatic direct rollover will be made to a traditional individual retirement account (IRA) and/or a Roth IRA (as applicable) with Transamerica Retirement Solutions or its designee (currently Millennium Trust Company) – unless you affirmatively elect to (1) receive the distribution in cash or (2) direct the rollover to another qualified plan or IRA.
- **If you do not make your election within 35 days of the date on the notice,** you will receive a final notice explaining when and how the automatic distribution to the traditional IRA and/or Roth IRA with Transamerica or its designee will be made.
- **If an automatic rollover is made to an IRA with Transamerica or its designee**, the benefit will be invested in a Transamerica stable value option. Fees and expenses to maintain the account will be deducted from your IRA.

For additional information about distributions of $5,000 or less, call **877-346-7284** and follow the prompts to speak to a Transamerica representative.

Review *Eligible Rollover Distributions* later in this section for additional information about rollovers.

Tax Highlights

Generally, your benefits are taxable income when you receive them; that is, when benefits are paid to you — not when benefits are properly rolled over. We recommend that you consult with a tax advisor or financial planner before you make any elections regarding when and how to receive your benefits from the Plan. After the end of each calendar year during which you receive any benefit payments from the Plan, you will receive Federal Tax Form 1099-R showing the taxable amount of the benefit payments you received.

Lump-Sum Payments

All or a portion of any lump-sum distribution will be subject to automatic withholding unless the taxable portion is rolled directly to an IRA or another employer's qualified plan. You will receive notice of the opportunity to make a direct rollover before your lump-sum distribution is made.

- **If you elect a direct rollover to another qualified plan or IRA**, for the taxable portion of your lump-sum distribution, no tax withholding will apply. The check will be made payable to the qualified plan or the financial institution you choose to receive the rollover. The check will be mailed to you, and you will be responsible for forwarding the check to the qualified plan or financial institution.
- **If you choose to receive your lump-sum distribution** — that is, have the check made payable to you — 20% of the taxable amount will be withheld for Federal income tax purposes, as required by law. If you are younger than age 59½, you may be subject to an additional 10% tax penalty when you file your tax return. In addition, if any Roth Elective Deferrals are included that were contributed less than five years after your first Roth contribution under any plan, or if certain other requirements are not satisfied, any earnings on such Roth Elective Deferrals under this Plan will be taxable.

When a lump-sum payment or rollover – also called a total Plan distribution – is made, no additional benefit payments from the Plans are due.

Again, due to the complexity of the tax rules governing distributions, it is recommended that you consult your tax advisor before taking a distribution from the Plans.

Eligible Rollover Distributions

A Participant, a former Participant, a surviving Spouse, a former Spouse who is an alternate payee under a Qualified Domestic Relations Order (QDRO), or a Beneficiary of a deceased Participant may elect, at the time and in the manner prescribed by the Plan Administrator, to have any portion of a lump-sum distribution paid directly to an eligible retirement plan in a direct rollover. The amount rolled over must be $200 or more.

Retirement plans eligible to receive a direct rollover include:

- An individual retirement account or annuity (an "IRA") under Code Section 408;
- A qualified retirement plan under Code Section 401(a);
- A qualified annuity plan under Code Section 403(a);
- A tax-deferred annuity under Code Section 403(b); and

- An eligible non-qualified deferred compensation plan under Code Section 457(b) that is maintained by a state, political subdivision of a state, or any agency of a state or political subdivision of a state and that agrees to separately account for amounts transferred.

To the extent any portion of an eligible rollover distribution is attributable to a Roth Elective Deferral Account or Frozen Roth Contribution Account, an eligible retirement plan with respect to such portion of the distribution shall only include another Roth contribution account under an applicable retirement plan under Code Section 402A(e)(1) or a Roth IRA under Code Section 408A, and only to the extent permitted under Code Section 402(c).

In the case of a Beneficiary who is not the surviving Spouse of a deceased Participant, an eligible retirement plan means an inherited individual retirement arrangement that satisfies certain requirements.

In general, a direct rollover to multiple plans or accounts is not permitted. However, if any portion of an eligible rollover distribution is attributable to a Roth Elective Deferral Account or Frozen Roth Contribution Account, then a direct rollover to two plans will be permitted.

Other Payment Rules

Required Minimum Distributions

You cannot keep retirement funds in your account indefinitely. You must commence benefits under the Plan no later than your required beginning date, which is April 1 of the calendar year following the later of the calendar year in which you reach age 72 or retire. You will be advised of the required distribution amount at that time. In addition, in the event of your death prior to commencement of benefits, your Spouse or Beneficiary may also be required to take minimum distributions within a certain timeframe.

If you have any questions concerning required minimum distributions, please contact the Plan Administrator or request a copy of the full Plan document.

Benefits to Minors and Incompetents

If any person entitled to payments under the Plan is a minor, the Plan Administrator, in its discretion, may direct payment of the minor’s benefit to:

- The minor’s legal conservator;
- The minor’s legal guardian authorized under the law of the state in which the minor resides to receive funds on behalf of the minor; or
- A custodian for the minor under the Uniform Transfers to Minors Act (or similar act) in the state of such minor’s residence.

If the person who is entitled to a payment is physically or mentally incapable of personally receiving and giving a valid receipt for any payment due, the payment may be made pursuant to a valid power of attorney or to a court-appointed guardian or to any other person authorized under state law to receive the benefit.

Mistakes in Benefit Payments

In the event of any mistake or misstatement with respect to the amount of any benefit payment made or to be made to you or your Beneficiary, the Plan Administrator will determine the extent of the error and take action to correct it in an equitable manner, as determined in the sole discretion of the Plan Administrator, consistent with the following:

- If an amount paid in error is less than the amount that should have been paid, you or your Beneficiary will receive the difference between the amount paid and the amount that should have been paid.
- If the amount paid in error exceeds the amount that should have been paid, the Plan Administrator has the right to recover the excess amount.
  - To the extent possible, the Plan Administrator will reduce any benefit then remaining payable to you or your Beneficiary by the excess of the amount paid over the amount that should have been paid.
  - If reduction of the benefit then remaining payable is not practicable, you or your Beneficiary will have a duty to reimburse the Plan for the overpayment. If you or your Beneficiary does not repay the overpayment to the Plan, the Plan Administrator will make other reasonable efforts to recover the overpayment, including bringing legal action.

Section 7: Special Situations

Death Benefits

In the event of your death, the vested value of your Individual Account will be payable to your Beneficiary. The manner in which your Plan benefit is paid depends on a variety of factors, including, but not limited to, whether, at the time of your death, your benefit has been paid in its entirety or commenced being paid and, if applicable, the form(s) of payment you elected prior to your death. Transamerica will advise your Beneficiary of his or her options.

If you have not designated a Beneficiary, your Plan benefit will be paid to (i) your Spouse if you are married or (ii) your estate if you are single. See *Section 5* for details about designating your Beneficiary(ies).

If You Return to Work After Termination of Employment

If you are rehired by a Participating Institution after submitting your election forms but before receiving the assets from your Individual Accounts, the assets will remain in your Individual Accounts unless you have attained age 59½.

If you were not Vested when you terminated employment, see "Breaks in Service" in *Section 2* for rules for restoration of Vesting Service, Benefit Service and Service Points following your return to work.

Note: If an associate is rehired and begins participating in the Plan again, any applicable EAC or Employer Matching Contribution will be determined according to the current provisions of the Plan.

Leaves of Absence

Leaves of Absence (Other Than for Military Service)

Parental leaves of absence and absences that qualify under the Family and Medical Leave Act are not considered Breaks in Service. However, they do not count towards your Vesting Service or Benefit Service, except as specified under the definition of Hours of Service provided in *Appendix I*.

Other types of absences are generally counted as a Break in Service if you worked less than 500 Hours of Service during a calendar year after 2003. See *Section 2* for more information about Breaks in Service.

Uniformed Services Rights (Leaves of Absence due to Military Service)

If you are absent from employment to serve in the United States uniformed services, your benefits under this Plan may be protected by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). USERRA was signed into law to ensure that, under certain conditions, those who serve their country can retain their civilian employment and benefits. If you were ever on a leave of absence due to military service or are thinking about leaving employment to serve in the military, please contact Ascension Pension Services to learn more about your rights under USERRA.

Section 8: Administrative Procedures

Claim Procedures

Submitting a Claim

If you are a Participant, former Participant, Beneficiary or alternate payee, you may file a claim for benefits under the Plan by sending documentation stating the reasons why you are entitled to a benefit to the Plan Administrator at the address stated in *Section 9*.

The Initial Determination

If your claim for a benefit from the Plan is denied in whole or in part, you will be notified in writing within 90 days of the receipt of your claim. The written notice will give specific reasons for the denial. The denial will reference the specific Plan provisions on which the denial is based, describe any additional material necessary for you to resubmit your claim, and explain the Plan's claim review procedures.

In special circumstances, a response to your claim may take more than 90 days. If an extension is needed, you will receive written notice before the end of the 90-day period. In no event will the extension be more than 90 days.

Appealing a Claim

Within 60 days of receiving written notice of a claim denial, you or your authorized representative may submit a written request for reconsideration to the Plan Administrator. In your request for review, you must state the reasons you believe the claim was improperly denied and submit any additional information, material or comments that you consider appropriate. You may also request a copy of any pertinent Plan documents for review.

The submission, processing, determination and litigation of any claims for benefits or other relief will be governed by the terms of the Plan in effect on the date that such claim is submitted, processed or determined or on the date that any legal action is filed, whichever is applicable.

If you submit your request for a review of your claim more than 30 days before the Plan Administrator's regularly scheduled quarterly meeting, the Plan Administrator will review the disputed claim and render a decision in writing at the quarterly meeting following receipt of your request. If you request a review within 30 days before the Plan Administrator's regularly scheduled quarterly meeting, the Plan Administrator will review the disputed claim and render a decision in writing at the second quarterly meeting following its receipt of your request for review. However, if special circumstances require an extension of the time for processing your request for review, a determination will be made no later than the third quarterly meeting of the Plan Administrator. A written notice of the extension will be furnished to you before the extension begins.

In the case of the Plan Administrator's decision on an adverse benefit determination on review, you will be notified in writing. The notification will include the specific reasons for the decision, give references to the appropriate Plan provisions on which the decision is based, include a statement that the claimant is entitled to receive, upon request and free of charge, reasonable access to and copies of all documents, records and other information relevant to the claim.

The Plan Administrator has full discretionary authority to decide all claims under the Plan. Decisions of the Plan Administrator are final and conclusive and binding on all parties. Moreover, benefits under the Plan will only be paid if, and to the extent, the Plan Administrator decides in its discretion that the claimant is entitled to such benefits under the terms of the Plan.

Limitations on Litigation

No lawsuit can be brought under the Plan before you exhaust the Plan's administrative claim and appeal procedures. No lawsuit to recover benefits can be commenced or maintained later than 2 years after the Plan Administrator's final determination regarding a claim under the Plan's claim and appeal procedures. Regardless of the date of a former Participant's Termination of Employment, any lawsuits seeking benefits or other rights with respect to the Plan must be filed in the state courts situated in St. Louis County, Missouri or in the United States District Court for the Eastern District of Missouri. Each party will be responsible for paying its own costs and attorney's fees.

Plan Amendment and Termination

Ascension Healthcare reserves the right to amend the Plan, in whole or in part, at any time. However, no amendment to the Plan can reduce your Individual Account to less than the Individual Account you would have been entitled to if you had severed your employment with your Participating Institution on the day prior to the effective date of the amendment.

Ascension Healthcare may also terminate the Plan at any time. Upon termination or partial termination of the Plan, all affected Participants and Beneficiaries with benefits accrued to such date will be fully Vested to the extent such benefits are funded.

Exclusive Benefit and Nonalienation of Benefits

The Plan is maintained for the exclusive benefit of Participants and their Beneficiaries. Except as required under applicable law, no retirement income or other benefit at any time payable under the Plan shall be subject in any manner to alienation, sale, transfer, assignment, pledge, or encumbrance of any kind. Except as required under applicable law, no attempted alienation, sale, transfer, assignment, pledge or other encumbrance by a Participant, former or retired Participant, Beneficiary or alternate payee of his or her retirement income or other benefits under the Plan or any part thereof shall be effective or enforceable against the Plan.

Qualified Domestic Relations Orders

The Plan will pay all or a portion of your benefit to your former Spouse (or other dependent) in compliance with a Qualified Domestic Relations Order (QDRO).

For purposes of the Plan, a QDRO is any judgment, order, decree or approval of a property settlement agreement made on the basis of domestic relations laws. The order may relate to child support, alimony or marital property rights of a Spouse, former Spouse, child or other dependent and may direct payment of all or a part of your Plan benefit to the other person. The QDRO cannot require the Plan to provide any type of benefit or any option that is not already provided under the Plan.

The Program has documented procedures governing QDRO determinations and a model QDRO. You may contact Transamerica at **877-346-7284** and follow the prompts to speak with a Transamerica Participant Advisory Counselor to obtain, without charge, a copy of these procedures and/or the model QDRO.

Plan Administrator

The Plan Administrator is responsible for constructing, interpreting and administrating the Plan in a uniform and nondiscriminatory manner. The Plan Administrator has discretionary authority to determine eligibility for benefits and to interpret the terms of the Plan. The Plan Administrator for the Plan is the Ascension Healthcare Pension Committee.

Plan Fiduciaries

The Plan Sponsor, the Plan Administrator, the Plan Trustee and the Investment Committee are fiduciaries of the Plan, but only with respect to their respective specific responsibilities for administering the Plan and its Trust and not with respect to any responsibilities not specifically and expressly assigned to them.

Notice of Address

Each Participant, former or retired Participant, Spouse, Beneficiary and alternate payee entitled to benefits under the Plan is responsible for filing his or her post office address (and any change in post office address) with the Plan Administrator. Any communication, statement, or notice addressed to such a person at the latest reported post office address will be binding upon the person for all purposes of the Plan and the Plan Administrator will not be obliged to search for or ascertain the person's whereabouts.

Section 9: Program Information

Program Name	Ascension Healthcare Retirement Savings Program
Official Plan Names	Ascension Healthcare 403(b) Retirement Savings Plan Ascension Healthcare Employer Contribution Account
Type of Plan Benefits	Defined Contribution Retirement Plans
Plan Sponsor	**Ascension Health d/b/a Ascension Healthcare** 4600 Edmundson Road St. Louis, MO 63134 314-733-8600 or P.O. Box 45998 St. Louis, MO 63145-5998
Employer Identification Number	31-1662309
Type of Administration	The Plans are administered by the Ascension Healthcare Pension Committee.
Plan Administrator	**Ascension Healthcare Pension Committee** 4600 Edmundson Road St. Louis, MO 63134 or P.O. Box 45998 St. Louis, MO 63145-5998
Plan Year	Plan records are administered on a calendar-year basis beginning January 1 and ending December 31 of each year.
Agent for Service of Legal Process	**CSC-Lawyers Incorporating Service Company** 221 Bolivar Street Jefferson City, MO 65101 Service of legal process may also be made upon the Plan Administrator or Plan Trustee.
Type of Funding	Employer and Employee
Plan Trustee	**State Street Bank & Trust Company** 200 Clarendon Street Boston, MA 02116

Appendix I: Glossary

You may find it helpful to refer to this glossary for definitions of specific terms that are used in this summary.

Ascension Healthcare Retirement Savings Program

Also referred to as the "Retirement Savings Program" or "Program." For purposes of this Summary, the Program includes the Ascension Healthcare Employer Contribution Account and the Ascension Healthcare 403(b) Retirement Savings Plan.

Associated Entity

Any entity specifically designated as an Associated Entity by your health ministry in the Plan documents.

Beneficiary

The person or persons (or estate or trust) that you designate as Beneficiary online or on a form provided by the recordkeeper for the Program, currently Transamerica.

Benefit Service

You earn one year of Benefit Service for a calendar year in which you are credited with at least 500 Hours of Service and are employed on the last day of the calendar year in a category of Employees eligible for Employer Automatic Contributions. You may also earn a year of Benefit Service in the year in which your employment terminates:

- After you attain age 55 and are 100% Vested,
- After you attain age 65 as an employed Participant, or
- By reason of your death as a Participant.

Break in Service

A Break in Service occurs when you are credited with less than 500 Hours of Service during a calendar year, whether you are actively employed or not.

Breaks in Service before the Redesign Effective Date or Transition Effective Date are determined according to the Plan provisions in effect at that time. If you are not Vested and your consecutive Breaks in Service equal or exceed 5, then you forfeit the Vesting Service, Benefit Service, and Service Points earned prior to the break as well as your Individual Account balance(s) that are not Vested.

Code

The Internal Revenue Code of 1986, as amended.

Disabled

You will be considered disabled if you are unable to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment which can be expected to result in death or to be of long-continued and indefinite duration. You must furnish proof of your disability to the Plan Administrator.

Distributable Event

Retirement, reaching age 59½ , termination of employment or death prior to receiving a benefit under the Plans. Under the 403(b) Plan only, disability may also be considered a Distributable Event.

EAC Percentage

The percentage of an eligible Participant's annual Earnings which a health ministry will contribute for the applicable Plan Year.

ECA Plan

The Ascension Healthcare Employer Contribution Account.

Earnings

This is your pay such as base pay, overtime, shift differential, on-call and other performance-related pay and incentives — plus amounts you elect to defer on a pre-tax basis to:

- The Ascension Healthcare Retirement Savings Program (Code Section 403(b) or 401(k) Employee contributions),
- A Code Section 125 plan (cafeteria plan), or
- A Code Section 457(b) plan (elective deferrals).

Examples of amounts excluded from Earnings are:

- Severance pay.
- Hiring, referral, retention and other non-performance related bonuses and reimbursements.
- PTO cash-outs whether voluntary or involuntary.
- The value of perquisites, miscellaneous pay and reimbursements otherwise includable in your W-2, including, but not limited to adoption pay, any cash or non-cash fringe benefits, auto allowances, companion travel payments, qualified transportation fringe under Code Section 132(f)(4), moving allowances, chaplain housing allowances, tuition reimbursement, etc.
- Imputed income of any kind (for example, imputed income on life insurance above $50,000).
- Code Section 457(f) and Section 451 plan deferrals and distributions.

A federally mandated earnings limitation is in effect. For 2023, the earnings limitation is $330,000. This means that your pay in excess of this limit will be excluded from Earnings and will <u>not</u> be included in determining contributions to the Program.

If you were paid a differential wage payment for any period during which you were performing qualified military service while on active duty for a period of more than 30 days, that payment is included in determining your Earnings.

Effective for wages paid after June 30, 2020, any predictability pay under Chapter 1-25 of the Chicago Fair Workweek Ordinance ("Act") and any other wages required to be paid under the Act as a result of a reduced or cancelled regular or on-call shift with less than 24 hours' notice under the Act is included in determining your Earnings.

Effective Date

A Participating Institution's Effective Date for the benefits described in this Summary, as specified in *Appendix II*, and either the Participating Institution's:

- Redesign Effective Date — January 1, 2013 or later, or
- Transition Effective Date — January 1, 2004, January 1, 2005, January 1, 2006, or other date before the Redesign Effective Date.

Employee

Any person who is employed by and who receives remuneration from a Participating Institution, unless such person is an independent contractor. Leased employees are considered Employees but may not become Participants in the Program.

Employee Contributions

The Pre-Tax Salary Deferrals and/or Roth Elective Deferrals eligible Employees may make to the 403(b) Plan.

Employer

Your employer as listed on your W-2 tax form. Also see "Participating Institution."

Employer Automatic Contribution (EAC)

An annual contribution amount made by your Participating Institution, equal to a percentage of Earnings based on your Service Points.

Employer Individual Account

The separate account maintained for the share of a Participant that includes one or more of the following sub-accounts: Participating Institution Account, Matching Contribution Account, Participant Rollover Account, and, if applicable, Marian Account.

Employer Matching Contribution

The contribution amount made each pay period by your Participating Institution based on your Employee Contributions to the 403(b) Plan and a formula elected by your Participating Institution.

403(b) Individual Account

The separate account maintained for a Participant that includes one or more of the following sub-accounts: Pre-Tax Salary Deferral Account, Participant Rollover Account, Roth Elective Deferral Account, Frozen After-Tax Account, Frozen Employer Contribution Account, Frozen Matching Account, Frozen Roth Contribution Account, Frozen Transfer Account, Frozen Presence Base Account, Frozen Presence Employee 9024 Transfer Account, Frozen Presence Employer 9024 Transfer Account, Frozen Presence Match Account, Frozen Presence Paid Default Loans Account, Frozen Presence QDRO Account, Frozen Presence QNEC Account, Frozen Presence Roth Account, Frozen ServantCor Employee Transfer Account, Frozen ServantCor Employer Transfer Account, Frozen WSMC Employer Contribution Account, and Frozen WSMC Employer Matching Contribution Account. Sub-accounts may contain assets of like type that were merged or transferred into this Plan from other plans.

403(b) Plan

The Ascension Healthcare 403(b) Retirement Savings Plan.

Frozen After-Tax Account

A sub-account of your Individual Account in the 403(b) Plan that includes any after-tax contributions you may have made to another plan that your Employer transfers to this Plan.

Frozen Employer Contribution Account

A sub-account of your Individual Account in the 403(b) Plan that includes any contributions your Employer may have made to another plan on your behalf and transfers to this Plan.

Frozen Matching Account

A sub-account of your Individual Account in the 403(b)) Plan that includes any matching contributions your Employer may have made to another plan on your behalf and subsequently transferred to this Plan.

Hours of Service

Hours of Service you work and for which you receive pay plus certain Hours of Service you do not work, for example, vacation, holiday, sick leave, leaves of absence, military leave, Hours of Service for which back pay is awarded and certain periods of disability. Hours that are not counted for purposes of the Plan include, but are not limited to, hours related to pay that is excluded from Earnings, on-call hours, hours associated with PTO cashout payments and low census hours (if you are paid not to report to work).

Individual Account

You have two separate Individual Accounts under the Program — your 403(b) Individual Account under the 403(b) Plan and your Employer Individual Account under the ECA Plan. In general:

- Your 403(b) Individual Account includes your Employee Contributions and/or any funds you rolled over or were transferred to the 403(b) Plan on your behalf, and related investment earnings thereon.
- Your Employer Individual Account includes any Employer Automatic Contributions, Employer Matching Contributions, any funds you rolled over, and/or any Employer contributions transferred to the ECA Plan on your behalf, and related investment earnings thereon.

See *Section 4* for additional details.

Match Percentage

The percentage of an eligible Participant's Employee Contributions during each payroll period that a health ministry will contribute for that payroll period.

Participant

Under the 403(b) Plan, an Employee who meets the eligibility requirements of the 403(b) Plan, elects to make Employee Contributions to the 403(b) Plan and/or who has a balance in his or her 403(b) Individual Account.

Under the ECA Plan, an Employee who meets the eligibility requirements for Employer contributions regardless of whether the Employee elects to make Employee Contributions under the 403(b) Plan.

Participant Rollover Account
A sub-account of an Individual Account that represents the portion of that Individual Account attributable to rollover contributions and earnings thereon.

Participating Institution
Ascension Healthcare, the Plan Sponsor, and any other institution or its successor which adopts the Plan with the consent of the Ascension Healthcare Pension Committee or the Director, Retirement Services, or his or her successor.

Participating Institution Account
A sub-account of your Employer Contribution Account that includes any Employer Automatic Contributions as well as any discretionary and non-discretionary contributions that are transferred to the account.

Plan or Plan(s)
The Ascension Healthcare 403(b) Retirement Savings Plan and the Ascension Healthcare Employer Contribution Account.

Plan Administrator
The Ascension Healthcare Pension Committee, which has discretionary authority to construct, interpret and administer the Plans in a uniform and nondiscriminatory manner.

Plan Sponsor
Ascension Health d/b/a Ascension Healthcare.

Plan Year
The fiscal or accounting year of the Plans that coincides with the calendar year.

Pre-Tax Salary Deferrals
The pre-tax contributions eligible Employees may make to the 403(b) Plan.

Pre-Tax Salary Deferral Account
A sub-account of your 403(b) Individual Account containing your Pre-Tax Salary Deferrals and related investment earnings.

Roth Elective Deferrals
The after-tax contributions eligible Employees may make to the 403(b) Plan.

Roth Elective Deferral Account
A sub-account of your 403(b) Individual Account containing your Roth Elective Deferrals and related investment earnings and permitted rollovers of Roth accounts from other plans.

Service Point
A unit used in calculating Employer Automatic Contributions. One Service Point is awarded for each Plan Year in which an eligible Employee is credited with at least 500 Hours of Service.

Spousal Consent
The written agreement of your Spouse, which is required if you are married and wish to name someone other than your Spouse as Beneficiary. The Spousal Consent must be witnessed by a notary public.

Spouse
A person who is validly married to a Participant in accordance with the laws of the state in which such individuals were married.

Trust Agreement
The agreement between the Plan Sponsor and the Trustee with respect to the investment and custodianship of the assets for the Plans.

Trust Fund
All assets held by the Trustee pursuant to the terms of the Trust Agreement, together with the income thereon.

Trustee
The Trustee under the Trust Agreement that may be designated from time to time.

Vested
Your status under the Plans once you have satisfied the Vesting requirements. You become Vested under the Plans as follows:

- Your contributions — You always are 100% Vested in your contributions and related investment earnings.
- Employer Matching Contributions —
  - If you were credited with one paid Hour of Service before the Redesign Effective Date, you are 100% Vested in your Employer Matching Contributions and related investment earnings.
  - If you are hired on or after the Redesign Effective Date, you are Vested in your Employer Matching Contributions (and related investment earnings) after completing a certain number of years of Vesting Service as specified by your health ministry in *Appendix II*, if you are an active Participant when you turn age 65, or if you die while you are an active Participant.
- Employer Automatic Contributions — You are 100% Vested in your Employer Automatic Contributions (and related investment earnings) after completing a certain number of years of Vesting Service as specified by your health ministry in *Appendix II*, if you are an active Participant when you turn age 65, or if you die while you are an active Participant.

Vesting
Your ownership of, or nonforfeitable right to receive, the benefits you earn as a Participant in the Plans.

Vesting Service
The years that are credited to you for purposes of determining your entitlement to various benefits under the Plans. You earn 1 year of Vesting Service when you have completed 1,000 Hours of Service in a calendar year.

Appendix II: Specific Health Ministry Provisions

Review the different tables included in this Appendix for specific requirements and provisions elected by your health ministry.

- **Effective Dates and Benefit Formulas by Health Ministry.** The table included in this section provides the specific Redesign or Transition Effective Date and the benefit formula selected by your health ministry as well as any exceptions to those provisions.
- **Transition Effective Dates Based on Categories of Associates.** The tables included in this section provide special provisions that apply to MIGRA and MIKAL.
- **Benefit Formulas.** The table included in this section provides specific details on the benefit formula selected by your health ministry (as specified in the table below).

Note: If you are unable to locate your health ministry in this *Appendix II*, it may have withdrawn from participation in the Plans or merged into (or consolidated with) another health ministry. If you have questions about provisions that apply specifically to you, see *For More Information About Your Benefits* at the beginning of this Summary for contact information.

Effective Dates and Benefit Formulas by Health Ministry

Location Code – Health Ministry	Redesign or Transition Effective Date	Benefit Formula	Important Notes/Exceptions
AHIS – Ascension Technologies	1/1/2013	Core	
ALBIR – St. Vincent's Health System, Birmingham, AL	1/1/2013	Core	
AHSCM – Ascension Living, St. Louis, MO	*See AHSCM table on page 42*	Formula #1	
ALMOB – Alabama Providence Healthcare Services, Mobile, Al	1/1/2014	Core	
ALMOB – Providence Health System, Mobile, AL	1/1/2013	Core	
ARDCS – DOC Services, Gould, AR	1/1/2013	Core	
DCWAS – Providence Hospital National Nurses Union, Washington, DC	1/1/2013	Core	Zero (0) Scheduled Hours for Match Eligibility from 1/1/2016 – 3/24/2018
DCWAS – Providence Hospital, Washington DC	1/1/2013	Core	
FLAC – St. Vincent's Ambulatory Care, Jacksonville, FL	1/1/2013	Core	
FLAC – St. Vincent's HealthCare, Jacksonville, FL	1/1/2013	Core	
FLPEN – Sacred Heart Health System, Pensacola, FL	1/1/2013	Core	

Location Code – Health Ministry	Redesign or Transition Effective Date	Benefit Formula	Important Notes/Exceptions
ILARL – AMITA Health (Alexian Bros & Presence), Chicago, IL	1/1/2020	Core	
ILCHI – Marillac Social Center, Chicago, IL	1/1/2013	Formula #2	
ILCHI – St. Vincent DePaul Center, Chicago, IL	1/1/2013	Formula #2	
INEVA – St. Mary's Medical Center, Evansville, IN	1/1/2013	Core	
ININD – St. Vincent Health, Indianapolis, IN	1/1/2013	Core	
INMXL – Medxcel, Indianapolis, IN	1/1/2013	Core	
KSWIC – Via Christi Health, Wichita, KS	1/1/2016	Core	
LADCS – DOC Services, New Orleans, LA	1/1/2013	Core	
MCSJM – Mother Seton School, Emmitsburg, MD	*See Important Notes/Exceptions column*	Formula #3	1/1/2006 – Employer Match 1/1/2010 – Transition Effective Date 1/1/2011 – Employer Automatic Contributions
MDBAL– Saint Agnes HealthCare, Baltimore, MD	1/1/2013	Core	
MDSJM – Elizabeth Seton High School, Emmitsburg, MD	*See Important Notes/Exceptions column*	Formula #3	1/1/2006 – Employer Match 1/1/2010 – Transition Effective Date 1/1/2011 – Employer Automatic Contributions
MDSJM – Seton Heritage Ministries, Emmitsburg, MD	*See Important Notes/Exceptions column*	Formula #4	1/1/2006 – Employer Match 1/1/2010 – Transition Effective Date 1/1/2011 – Employer Automatic Contributions
MDSLI – St. Luke Institute, Silver Spring, MD	1/1/2013	Core	No Employer Match
MIDET– Brighton Hospital Union, Detroit, MI	7/1/2013	Core	
MIDET – St. John Providence, Detroit, MI	1/1/2013	Core	
MIGRA – Genesys Regional Medical Center, Grand Blanc, MI	*See MIGRA table on page 40*	Core	
MIGRA – Genesys AFSCME Union Employees, Grand Blanc, MI		Formula #5	1/1/2023 - Scheduled Hours for Match Eligibility: 40
MIGRA – GRMC Local 332 RN Union Employees, Grand Blanc, MI		Formula #5	
MIGRA – GRMC Local 332 Technical Union, Grand Blanc, MI		Formula #5	PRNs are eligible for Match beginning 1/1/2019
MIGRA – Genesys Ambulatory Health Services, Grand Blanc, MI		Core	Match Percentage: 50% of the first 5%
MIGRA – AMG Genesys		Core	

Location Code – Health Ministry	Redesign or Transition Effective Date	Benefit Formula	Important Notes/Exceptions
MIKAL – Borgess Health, Kalamazoo, MI	*See MIKAL table on page 41*	Core	Match Percentage: 50% of the first 5%
MIKAL – Allegan General Hospital		Core	Match Percentage: 50% of the first 5%
MIROC – Crittenton, Rochester Hills, MI	1/1/2017	Core	
MISAG – St. Mary's of Michigan, Saginaw, MI (including Standish Hospital)	1/1/2013	Core	Scheduled Hours for Match Eligibility: 30
MITAW – St. Joseph Health System, Tawas City, MI	1/1/2013	Core	Scheduled Hours for Match Eligibility: 30
MODCM – Daughters of Charity Ministries, St. Louis, MO	1/1/2011	Formula #6	
MODCM – St. Joseph Services and Proyecto Juan Diego	1/1/2019	Formula #6	EAC Only; No Match
MOSET – Seton Center, Kansas City, MO	1/1/2013	Core	
MOSTL – Ascension, St. Louis, MO	1/1/2013	Core	
MOSTL – U.S. Health and Holdings (ABS)	1/1/2018	Core	
NYBIN – Lourdes, Binghamton, NY	1/1/2013	Core	
OKTUL – St John Health System, Tulsa, OK	1/1/2015	Core	
SSMIF – SSM International Finance	1/1/2015	Core	Match Percentage: 50% of the first 5%
SSSF – School Sisters Ministries	1/1/2004	Formula #7	
TNNAS – Saint Thomas Health, Nashville, TN	1/1/2013	Core	
TXAUS – Seton Healthcare Family, Austin, TX	1/1/2013	Core	
TXCSV – Centro San Vicente, El Paso, TX	1/1/2013	Core	
TXDCS – DOC Services, San Antonio, TX	1/1/2013	Core	
TXWAC – Providence Healthcare Network, Waco, TX	1/1/2013	Core	
WIAPP – Ministry Health Care, Appleton, WI	1/1/2015	Core	
WIMIL – Columbia St. Mary's, Milwaukee, WI	1/1/2013	Core	Years for Vesting of EAC: 5 Years for Employees of Columbia St. Mary's Inc. hired after 3/31/2018; 3 Years for all other eligible Employees
WIMIL – Wheaton Franciscan Healthcare, Milwaukee, WI	1/1/2017	Core	

Location Code – Health Ministry	Redesign or Transition Effective Date	Benefit Formula	Important Notes/Exceptions
For the following locations, please refer to the Ascension Healthcare Retirement Savings Program Summary specific to the Ascension Healthcare 401(k) Retirement Savings Plan, which applies to for-profit health ministries:			
ALMOB – Mississippi Providence Healthcare Services, Mobile, AL KSWIC – Via Christi Physician Support Services, Wichita, KS MIKAL – Borgess Medical Center Local 324 TSI Unit, Kalamazoo, MI MIKAL – Textile Systems (Nonunion), Kalamazoo, MI MOSTL – Ascension Care Management, St. Louis, MO MOSTL – US Health & Holdings (ABS), St. Louis, MO OKTUL – Physician Support Services, Tulsa, OK			

Transition Effective Dates Based on Categories of Associates

The Transition Effective Dates applicable to MIGRA/Genesys and MIKAL/Borgess Health are based on the category of associates as provided in the following two tables.

MIGRA/Genesys Transition Effective Dates	
Category of Associate	**Transition Effective Dates**
GRMC Nonunion Employees hired on or after 1/1/2007	Match 1/1/2014; EAC 1/1/2007
GRMC Nonunion Employees hired before 1/1/2007 with frozen Defined Benefit	Match 1/1/2014; EAC 5/1/2011
GRMC Nonunion Employees for associates hired before 1/1/2007 with grandfathered Defined Benefit as of 12/31/2015	Match 1/1/2014; EAC 1/1/2016
AFSCME Union Employees hired on or after 1/1/2008	Match 1/1/2014; EAC 1/1/2008
AFSCME Union Employees hired before 1/1/2008 with frozen Defined Benefit	Match 1/1/2014; EAC 10/6/2013
AFSCME Union Employees hired before 1/1/2008 with grandfathered Defined Benefit as of 12/31/2017	Match 1/1/2014; EAC 1/1/2018
GRMC Local 332 RN Union Employees hired on or after 1/1/2009	Match 1/1/2014; EAC 1/1/2009
GRMC Local 332 RN Union Employees hired before 1/1/2009 with frozen Defined Benefit	Match 1/1/2014; EAC 8/1/2012
GRMC Local 332 RN Union Employees hired before 1/1/2009 with grandfathered Defined Benefit as of 12/31/2016	Match 1/1/2014; EAC 1/1/2017
GRMC Local 332 Technical Union Employees hired before 1/1/2009 with frozen Defined Benefit	Match 1/1/2014; EAC 8/29/2010
GRMC Local 332 Technical Union Employees hired on or after 1/1/2009	Match 1/1/2017; EAC 1/1/2009
GRMC Local 332 Technical Union Employees hired before 1/1/2009 with grandfathered Defined Benefit as of 12/31/2018	Match 1/1/2014; EAC 1/1/2019
GRMC Ambulatory Health Services	Match 1/1/2014; EAC 1/1/2014
Ascension Medical Group (AMG) Genesys	Match 12/16/2018; EAC 12/16/2018

MIKAL/Borgess Health Transition Effective Dates	
Category of Associate	**Transition Effective Dates**
Borgess Medical Center (BMC) Nonunion Employees hired on or after 1/1/14	Match 1/1/2014; EAC 1/1/2014
Textile Systems (Nonunion) Employees hired on or after 1/1/14	Match 1/1/2014; EAC 1/1/2014 (EAC 1/1/2015 for all)
Borgess Lee Memorial Hospital Employees	Match 1/1/2014; EAC 1/1/2014
Borgess Medical Center (BMC) Nonunion Employees hired before 1/1/14	Match 1/1/2014; EAC 1/1/2015
Textile Systems (Nonunion) Employees hired before 1/1/14	Match 1/1/2014; EAC 1/1/2015
BMC Local 324 Service Unit Employees hired on or after 1/1/14	Match 1/1/2014; EAC 1/1/2014
BMC Local 324 Service Unit Employees hired before 1/1/14	Match 1/1/2014; EAC 1/1/2016
BMC Local 324 Maintenance Unit Employees hired on or after 1/1/14	Match 1/1/2014; EAC 1/1/2014
BMC Local 324 Maintenance Unit Employees hired before 1/1/14	Match 1/1/2014; EAC 1/1/2018
Borgess MNA (Michigan Nurses Association) Employees hired on or after 1/1/14	Match 1/1/2014; EAC 1/1/2014
Borgess MNA (Michigan Nurses Association) Employees hired before 1/1/14	Match 1/1/2014; EAC 1/1/2017
BMC SEIU Healthcare Michigan Employees	Match 1/1/2016; EAC 1/1/2016
BMC Local 324 TSI Unit (Textile Systems Union) Employees hired on or after 1/1/12	Match 1/1/2012; EAC 1/1/2012 (EAC 1/1/2018 for all)

Transition Effective Dates Based on Location in Ascension Health Senior Care d/b/a Ascension Living

The Transition Effective Dates applicable to AHSCM/Ascension Living are based on the location as provided in the following table.

AHSCM/Ascension Living	
Location	**Transition Effective Dates**
Our Lady of Peace (nonunion)	1/1/2013
Our Lady of Peace (union)	N/A – Employee Contributions Only
Carroll Manor	1/1/2013
St. Catherine Laboure Manor, Inc.	1/1/2013
Borgess Gardens (Borgess Nursing Home)	1/1/2014
Ascension Health Senior Care	1/1/2016
Center for Gerontology d/b/a Ascension Living PACE Michigan	1/1/2014
Alexian Brothers Community Services (TN - Live at Home)	1/1/2016
Alexian Village of Tennessee	1/1/2016
Alexian Village of Milwaukee, Inc.	1/1/2016
Alexian Brothers Sherbrooke Village	1/1/2016
Wheaton Franciscan Healthcare - Terrace at St. Francis, Inc.	1/1/2017
Ascension Living - Lakeshore at Siena, Inc.	1/1/2018
Presence Life Connections	1/1/2019
Carondelet Manor	1/1/2016
Villa St. Joseph	1/1/2016
Providence Park, Inc.	1/1/2013
Via Christi Villages, Inc.	1/1/2016

Benefit Formulas

See the third column of the table beginning on page 36 for the benefit formula elected by your health ministry and then review the table that applies to you below.

Core (Standard) Benefit Formula							
Employer Matching Contributions				Employer Automatic Contributions			Are PRNs Eligible for Employer Contributions?
Match Percentage	Hours per pay period required for Match	Waiting Period for Match Eligibility	Years of Vesting Service	EAC Percentage	Minimum EAC Formula	Years of Vesting Service for EAC	
50% of the first 6%	40	Immediate	3	• **0-4** Years of Benefit Service: 2% of Earnings • **5-9** Years of Benefit Service: 2.5% of Earnings • **10-14** Years of Benefit Service: 3% of Earnings • **15+** Years of Benefit Service: 3.5% of Earnings	$1,600 based on 2,080 Hours	5	Yes

Non-Standard Benefit Formula #1							
Employer Matching Contributions				Employer Automatic Contributions			Are PRNs Eligible for Employer Contributions?
Match Percentage	Hours per pay period required for Match	Waiting Period for Match Eligibility	Years of Vesting Service for Match	EAC Percentage	Minimum EAC Formula	Years of Vesting Service for EAC	
50% of the first 4%	40	Immediate	3	2% of Earnings for all Eligible Employees	$800 based on 2,080 Hours	5	Yes

Non-Standard Benefit Formula #2							
Employer Matching Contributions				Employer Automatic Contributions			Are PRNs Eligible for Employer Contributions?
Match Percentage	Hours per pay period required for Match	Waiting Period for Match Eligibility	Years of Vesting Service for Match	EAC Percentage	Minimum EAC Formula	Years of Vesting Service for EAC	
40% of the first 6%	40	12 months	Immediate	2% of Earnings for all Eligible Employees	$600 based on 1,872 Hours	5	Yes

Non-Standard Benefit Formula #3							
Employer Matching Contributions				Employer Automatic Contributions			Are PRNs Eligible for Employer Contributions?
Match Percentage	Hours per pay period required for Match	Waiting Period for Match Eligibility	Years of Vesting Service for Match	EAC Percentage*	Minimum EAC Formula	Years of Vesting Service for EAC	
50% of the first 4%	40	12 months	Immediate	• **0-4** Years of Benefit Service: 2% of Earnings • **5-9** Years of Benefit Service: 2.5% of Earnings • **10-14** Years of Benefit Service: 3% of Earnings • **15-19** Years of Benefit Service: 3.5% of Earnings • **20+** Years of Benefit Service: 4% of Earnings	$600 based on 1,872 Hours	5	Yes
**Transition Credit for Non-Standard Benefit Formula #3: If age plus Service Points at Transition equals 40-54 Total Points, add 1%; if 55+ Total Points, add 3%.*							

Non-Standard Benefit Formula #4							
Employer Matching Contributions				**Employer Automatic Contributions**			Are PRNs Eligible for Employer Contributions?
Match Percentage	Hours per pay period required for Match	Waiting Period for Match Eligibility	Years of Vesting Service for Match	EAC Percentage*	Minimum EAC Formula	Years of Vesting Service for EAC	
50% of the first 4%	64	12 months	Immediate	• **0-4** Years of Benefit Service: 2% of Earnings • **5-9** Years of Benefit Service: 2.5% of Earnings • **10-14** Years of Benefit Service: 3% of Earnings • **15-19** Years of Benefit Service: 3.5% of Earnings • **20+** Years of Benefit Service: 4% of Earnings	$600 based on 1,872 Hours	5	Yes
**Transition Credit for Non-Standard Benefit Formula #4: If age plus Service Points at Transition equals 40-54 Total Points, add 1%; if 55+ Total Points, add 3%.*							

Non-Standard Benefit Formula #5							
Employer Matching Contributions				**Employer Automatic Contributions**			Are PRNs Eligible for Employer Contributions?
Match Percentage	Hours per pay period required for Match	Waiting Period for Match Eligibility	Years of Vesting Service for Match	EAC Percentage	Minimum EAC Formula	Years of Vesting Service for EAC	
50% of the first 6%	30	Immediate	3	3% of Earnings for all Eligible Employees	$600 based on 1,872 Hours	5	Yes*
**PRNs for MIGRA - GRMC Local 332 Technical Union, Grand Blanc, MI are eligible for the Match beginning 1/1/2019.*							

Non-Standard Benefit Formula #6							
Employer Matching Contributions				**Employer Automatic Contributions**			Are PRNs Eligible for Employer Benefits?
Match Percentage	Hours per pay period required for Match	Waiting Period for Match Eligibility	Years of Vesting Service for Match	EAC Percentage*	Minimum EAC Formula	Years of Vesting Service for EAC	
50% of the first 3%	48	Immediate	Immediate	5% of Earnings for all Eligible Employees	$600 based on 1,872 Hours	Immediate	Yes
**Transition Credits for Non-Standard Benefit Formula #6: If age plus Service Points at Transition equals 40-54 Total Points, add 1.25%; if 55+ Total Points, add 2.5%.*							

Non-Standard Benefit Formula #7							
Employer Matching Contributions				**Employer Automatic Contributions**			Are PRNs Eligible for Employer Benefits?
Match Percentage	Hours per pay period required for Match	Waiting Period for Match Eligibility	Years of Vesting Service for Match	EAC Percentage*	Minimum EAC Formula	Years of Vesting Service for EAC	
35% of the first 5%	40	24 months	Immediate	2% of Earnings for all Eligible Employees	No Minimum	5	Yes
**Transition Credits for Non-Standard Benefit Formula #7: If age plus Service Points at Transition equals 40+ Total Points, add 1.0%.*							