

At a glance

Your Ascension Healthcare Retirement Savings Program

Features	How It Works
<p>2024 retirement plan components</p> <ul style="list-style-type: none">Your contributionEmployer Matching ContributionEmployer Automatic Contribution (EAC)	<p>This is the amount you elect to contribute to the plan.</p> <p>The company match on your contributions.</p> <p>The company annual retirement contribution.</p> <p>See below for additional information on each feature.</p>
<p>Your contribution</p> <ul style="list-style-type: none">Ascension Healthcare 403(b) Retirement Savings Plan (not-for-profit ministries)Ascension Healthcare 401(k) Retirement Savings Plan (for-profit ministries)	<ul style="list-style-type: none">Traditional (pretax) and/or Roth (after-tax) contributions can be madeYou may contribute a flat dollar amount or a percentage of payThe IRS contribution limit is \$23,000 in 2024An additional \$7,500 can be made for those 50+ years of age in 2024Limits apply to a combination of both pretax and after-tax contributionsStandard investment lineup for all plansLoans — one loan per planHardship withdrawals — must meet criteriaIn-service withdrawal at age 59½Variety of distribution options at termination or retirement
<p>Employer Matching Contribution</p> <ul style="list-style-type: none">50% of the first 6% of earnings you contribute each pay period to the 403(b) or 401(k) Retirement Savings Plan.	<p><i>Eligibility</i></p> <ul style="list-style-type: none">40 standard scheduled hours per pay period. <p><i>Vesting</i></p> <ul style="list-style-type: none">You are vested after three years of vesting service. A year of vesting service is granted for each calendar year in which you are credited with at least 1,000 hours of service.Exception: Active participants who reach age 65 are vested with one year of vesting service. <p><i>Timing of Contribution</i></p> <ul style="list-style-type: none">Deposited each pay period.There is no annual true-up contribution. You can take full advantage of the match by saving at least 6% of your earnings per pay period. <p><i>Withdrawal</i></p> <ul style="list-style-type: none">In-service withdrawal at age 59½, upon meeting vesting requirements.

Descriptions of plan features and benefits are subject to the plan document, which will govern in the event of any inconsistencies between this and the formal plan documents. 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.

Features	How It Works												
<p>Employer Automatic Contribution (EAC)</p> <ul style="list-style-type: none"> For those eligible, your employer will put an annual contribution into your retirement account. How much you receive is based on your eligible earnings and your years of benefit service or \$1,700 (for full time 2,080 hours) — whichever is greater. <table border="0"> <thead> <tr> <th data-bbox="77 407 451 457">Years of benefit service</th> <th data-bbox="457 407 776 457">Contribution percentage</th> </tr> </thead> <tbody> <tr> <td data-bbox="77 466 451 495">Less than 5 years.....</td> <td data-bbox="457 466 776 495">2.0% of earnings</td> </tr> <tr> <td data-bbox="77 499 451 529">5-9 years.....</td> <td data-bbox="457 499 776 529">2.5% of earnings</td> </tr> <tr> <td data-bbox="77 533 451 562">10-14 years.....</td> <td data-bbox="457 533 776 562">3.0% of earnings</td> </tr> <tr> <td data-bbox="77 567 451 596">15 years or more.....</td> <td data-bbox="457 567 776 596">3.5% of earnings</td> </tr> <tr> <td colspan="2" data-bbox="77 600 776 630">OR if greater, \$1,700 (prorated for less than 2,080 hours)</td> </tr> </tbody> </table>	Years of benefit service	Contribution percentage	Less than 5 years.....	2.0% of earnings	5-9 years.....	2.5% of earnings	10-14 years.....	3.0% of earnings	15 years or more.....	3.5% of earnings	OR if greater, \$1,700 (prorated for less than 2,080 hours)		<p><i>Eligibility</i></p> <ul style="list-style-type: none"> 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. Thereafter, the EAC is earned in any calendar year in which you are a participant and are credited with at least 500 hours of service. You must be employed on December 31 to receive an EAC for the year unless you leave employment after age 55 and are vested. <p><i>Vesting</i></p> <ul style="list-style-type: none"> You are vested after five years of vesting service. A year of vesting service is granted for each calendar year in which you are credited with at least 1,000 hours of service. Exception: active participants who reach age 65 are vested with one year of vesting service. <p><i>Timing of Contribution</i></p> <ul style="list-style-type: none"> Generally, the EAC is deposited in the spring after the end of each calendar year. For example, the 2024 EAC will be deposited in the spring of 2025. <p><i>Withdrawal</i></p> <ul style="list-style-type: none"> In-service withdrawal at age 59½, upon meeting vesting requirements.
Years of benefit service	Contribution percentage												
Less than 5 years.....	2.0% of earnings												
5-9 years.....	2.5% of earnings												
10-14 years.....	3.0% of earnings												
15 years or more.....	3.5% of earnings												
OR if greater, \$1,700 (prorated for less than 2,080 hours)													
<p>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. Earnings and hours of service are defined in the plan document and are generally a reflection of performance-related pay, incentives and pretax deferrals.</p>													

Fees

The following fees are charged in the Retirement Program:

- Investment management fees** — Pay for fund management, investment research, and other investment-related expenses. Fees differ by investment option.
- Administrative fees** — Pay for core services provided to all participants. The annual administrative fee is \$32.40 per account, charged monthly at \$2.70 per account.

More information on investments and fees can be found at transamerica.com/portal/ascension.



Need help? Contact Transamerica.

- To make an appointment with your Retirement Planning Consultant, click or scan the QR code.
- Call Transamerica at **877-346-7284** and say “yes” when prompted to access your Retirement Savings Program account.
- Visit transamerica.com/portal/ascension.

Retirement Planning Consultants are registered representatives of Transamerica Investors Securities Corporation (TISC), member FINRA, 440 Mamaroneck Avenue, Harrison, NY 10528. Investment advisory services are offered through Transamerica Retirement Advisors, LLC (TRA), registered investment advisor. All Transamerica companies identified are affiliated but are not affiliated with your employer.

DP3 116298R7 V 11/23

© 2023 Transamerica Corporation. All Rights Reserved.

