

Take control of your retirement planning

At Parkview Health, we're committed to helping you achieve financial well-being. That's why we offer easy ways for you to access your account, perform transactions, and learn about relevant topics.



One-on-one meeting

Your retirement plan representatives from Lincoln Financial Group are here to give you one-on-one help. Virtual meetings are available when you can't meet in person.



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What can you do during your meeting with Ryan or Ashley?

- Enroll in the plan
- Update your contribution or set up automatic increases
- Figure out how saving more may impact your paycheck and long-term savings
- Designate or update your beneficiaries
- Talk about your options for other retirement accounts
- Discuss Social Security strategies
- Learn how to manage healthcare expenses in retirement
- See how to create and stick to a budget
- Learn about plan investments and diversification
- Register for a secure online account
- Get help with retirement distribution planning
- Calculate your estimated retirement income to see where you stand



Over the phone: 800-234-3500

Get personal assistance from the Lincoln Customer Contact Center, between 8:00 a.m. and 8:00 p.m. Eastern.

- Get help with general questions and accessing your online account
- Update your contribution amount or set up automatic increases
- Loan and distribution requests
- Check the status of a distribution or loan request
- Inquire about hardship withdrawals
- Designate or update your beneficiary



Online: LincolnFinancial.com/Retirement

24 hours a day, seven days a week

- View your retirement account details
- Use online planning tools and calculators
- Update your contribution amount or set up automatic increases
- View fund performance
- Designate or update your beneficiary
- Obtain plan forms
- Request a loan



Bookmark this site!

LincolnFinancial.com/Parkview is your online retirement plan resource for plan information and documents and useful information to help you save for retirement. You'll also find links to register for online account access, log in to your account, and schedule a meeting with a retirement consultant.

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LincolnFinancial.com/Retirement

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PLAN HIGHLIGHTS

Parkview Health System, Inc. 403(b) Plan & Retirement Savings Plan

Your employer-sponsored retirement plan is a powerful way to save for the future. Learn more about the benefits of your plan, and get the answers to any questions you may have.

Eligibility

You are eligible to participate in the Plan the first pay period immediately following your date of hire.

Certain classes of employees are not eligible to participate. They include:

- Employment agreement employees
- Union employees
- Contract employees
- Leased employees
- Independent contractors
- Non-resident aliens

How can I contribute to my retirement plan?

Once you have received your first paycheck, visit LincolnFinancial.com to enroll in the plan.

You can contribute to the Parkview 403(b) Savings plan in the following ways:

- You can contribute up to 100% of your salary to your retirement savings, not to exceed the maximum allowed by the IRS.
- Your contributions are made via payroll deduction.
- You may make pre-tax contributions and/or after-tax Roth contributions.
- You can increase or decrease your contribution at any time.
- You can discontinue contributions to your retirement savings plan at any time.

Will my employer contribute to my retirement savings plan?

Parkview will contribute to the 401(a) Retirement Savings plan through:

- You are eligible to receive matching contributions on the first pay period that begins on or after the first day of the month after you complete two years of service with at least 1,000 hours in each year.
- Parkview will match 50% of the first 2% of eligible employee contributions to the Plan, plus 100% of the next 2% of employee contributions up to a maximum of 3% of eligible annual compensation.
- You are eligible to receive the retirement contribution on the first pay period after you attain age 21 and complete one year of service with at least 1,000 hours. You must work 1,000 hours and be employed on the last day of the plan year to receive the retirement contribution. (Exceptions to the employment on the last day rule are terminations of employment prior to the last day because of disability, retirement (age 65) or death).
- Parkview Health will make a retirement contribution in the following manner:

| <u>Years of Service</u> | <u>Retirement Contribution %</u> |
|-------------------------|----------------------------------|
| Under 5 | 2.0% |
| 5-9 | 4.0% |
| 10-14 | 6.0% |
| 15+ | 8.0% |

When am I fully vested in my retirement plan?

Fully vested means you have 100% ownership of the assets in your retirement account (your plan).

- You always have 100% ownership of anything that you contribute to the plan, including any earnings and/or assets consolidated from another retirement plan.
- All employee contributions and the Employer Match contributions are 100% vested at all times. The Parkview Retirement contributions are fully vested after 3 years of service.

What are my investment options?

You can choose from a wide variety of investment options to meet your retirement savings goal.

- **MAKE AN ALL-IN-ONE CHOICE** if you want one diversified portfolio managed for you.
- **MANAGE IT YOURSELF** and select your own portfolio of investments.
 - **You may use a Self-Directed Brokerage Account (SDBA)** and choose from thousands of investment options. Fees may apply.
- **STILL UNDECIDED?** If you participate in the plan without selecting investment options, your money will be directed to the qualified default investment alternative selected by your employer.

Please note: This plan is managed as an ERISA Section 404(c) plan. This simply means that you exercise control over some or all of the investments in your plan account. The fiduciaries of the plan may be relieved of liability, or responsibility, for any losses that you may experience as a direct result of your investment decisions.

Can I consolidate my previous retirement plans?

You may consolidate assets from a previous retirement plan (or plans) to create an integrated savings strategy. With this option, you have the ability to:

- Manage all of your assets in one place.
- Get a single, consolidated quarterly statement.
- Access account information with a single, toll-free number or a single website.
- Get help and guidance for all of your accounts.
- Get a potentially broader array of investment choices and account types.

Contact your financial representative for assistance with consolidating other retirement assets into this retirement savings account. Remember to check with previous providers to see if any fees apply.

Can I access balances in my retirement savings account prior to retirement?

Your retirement plan will have the greatest potential to grow if you stay invested for the long term, rather than withdrawing money from it. For that reason, the IRS limits what you can do with your account prior to retirement by imposing certain penalties for early distributions. However, you do have access to your savings—and may avoid penalties—under certain circumstances.

Loans You can take a loan from available account balances for general purposes or to purchase a primary residence.

Withdrawals of Pre-Tax Balances You can take a qualified (penalty-free) distribution from certain pre-tax balances when you reach age 59½ or have a financial hardship, or become disabled or die. At any time, you may withdraw pre-tax contributions made prior to December 31, 1988; however, these withdrawals may not be penalty free. You will owe income tax on all distributions from your pre-tax retirement savings.

Withdrawals of Roth Balances You can also take a penalty-free, tax-free withdrawal from your Roth retirement savings if your first Roth contribution was at least five years ago and you are at least age 59½.

If you take a distribution prior to age 59½, you may owe additional federal penalty taxes. Consult with your tax advisor before withdrawing any money from your account.

How can I enroll and access my account?

You can enroll and manage your retirement account anytime:

LincolnFinancial.com

800-234-3500

These highlights are a brief overview of the Parkview Health System, Inc., 403(b) Plan & Retirement Savings Plan and not a legally binding document. Please read these materials carefully and contact your Human Resources department if you have further questions.

For any investment option in the plan, including an option that is part of an asset allocation portfolio, you may obtain a prospectus or similar document by requesting one from your employer, visiting your plan's web site, or calling a Lincoln Financial representative at 800-234-3500.