



Elevate Your Retirement

Retirement Planning Guide

Let's Get Started!

You are eligible to join your company sponsored retirement plan!



A successful retirement tomorrow is the result of proper planning today. Saving and investing are both key to reaching your retirement goals. Start today and you will be on your way!



Next Steps

Please review this Enrollment Guide carefully and follow the steps described below and on the following page(s) to join the plan.

Set Up Your Account Online

Login to www.go-retire.com using the following temporary credentials:

- User ID: social security number (no dashes)
- Password: 8-digit date of birth (MMDDYYYY)

A screenshot of a login form. At the top, it says "Login as" followed by a dropdown menu showing "Participant". Below this are three input fields labeled "Username", "Password", and "Login". At the bottom, there is a link that says "Forgot username/password?".

You will immediately be asked to create a unique user ID and password and set up account security questions.

Your Plan Accepts Rollovers

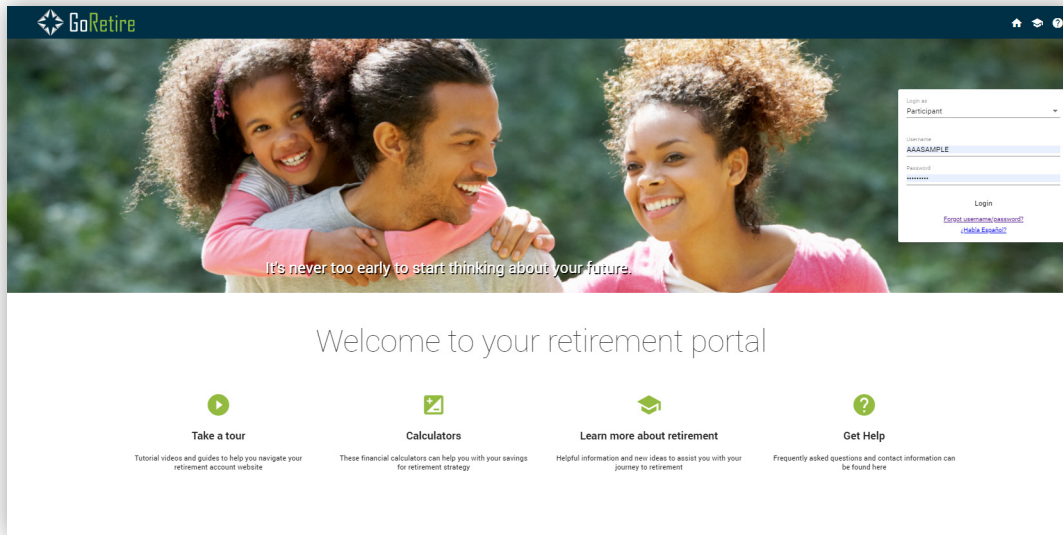
There are many potential benefits of consolidating your IRAs or 401(k) plans from previous employers into your new account. Give us a call and we'll be happy to walk you through the rollover process (800) 716-3742.

Contact Information

Participant Service Representatives can be reached toll free at (800) 716-3742. We are available Monday through Friday from 8am-8pm ET.

Creating and maintaining a unique user ID and password is critical to the protection of your personal information and account confidentiality. For that reason, please be sure to login and make those changes, even if you do not intend to enroll in the plan at this time.

Enrolling is Easy!



Follow these straightforward steps to enroll in your company's retirement plan.

Login to www.go-retire.com using the following temporary credentials:

- User ID: social security number (no dashes)
- Password: 8-digit date of birth (MMDDYYYY)

You will immediately be asked to create a unique user ID and password and set up account security questions.

The Enrollment Wizard will then take you through a series of steps including:

- Update of Personal Information
- Deferral Election
- Investment Election
- Beneficiary Designation

Once completed, review and submit to finish the enrollment process. An on-screen 'Results' page will be displayed and email confirmations will be sent to you.

Results (7 of 7)

Your online enrollment is complete. The transaction confirmation details are provided below for your records. You may make future changes to your selections through your online account.

Salary Deferral

Confirmation Number: 2456183602363572246
Request Date: 03/23/2018
Your Salary Deferral transaction has been accepted for processing. Please make note of the confirmation number should you have any questions about this transaction in the future.

You have elected to defer a percentage of your salary **per pay period** as follows:

Source	Old Value	New Value
EMPLOYEE 401K	0%	7%
ROTH 401(K)	0%	2%

Investment Elections

Confirmation Number: 2456183602363572245
Request Date: 03/23/2018
Your Investment Elections transaction has been accepted for processing. Please make note of the confirmation number should you have any questions about this transaction in the future.

Source For Transaction: All Sources

Fund	From	To
FED MID AGGRESSIVE GROWTH	0%	50%
FEDERATED CAPITAL PRESERVATION	100%	50%

Beneficiaries

Confirmation Number: 2456183602363572244
Request Date: 03/23/2018
Your Beneficiaries transaction has been accepted for processing. Please make note of the confirmation number should you have any questions about this transaction in the future.

You have elected to change your beneficiaries as follows:

Primary Beneficiary	Address	Percentage
Jane Doe Mother 16/20/1900	25 Jewelberry Lane Rochester, NY 14505	100%
Contingent Beneficiary	Address	Percentage
John Doe Father 02/18/1900	25 Jewelberry Lane Rochester, NY 14505	100%

Done

Creating and maintaining a unique user ID and password is critical to the protection of your personal information and account confidentiality. For that reason, please be sure to login and make those changes, even if you do not intend to enroll in the plan at this time.

Katherine Shaw Bethea Hospital**Enrollment Form**

Plan ID: MS7

**THIS FORM IS FOR INITIAL ENROLLMENTS ONLY.
USE OF THIS FORM FOR ANY OTHER REASON WILL NOT BE PROCESSED.**

Section 1: Personal Information

Name: _____ SSN: _____ - _____ - _____

Address: _____ Date of Birth: ____ / ____ / ____

City _____ Date of Hire: ____ / ____ / ____

State: _____ Zip: _____ Rehire: ☐ Yes ☐ No

Phone Number: _____ Email: _____

Section 2: Deferral Elections**Choose Deferral Rate**☐ I wish to contribute the following percentage of my compensation to my Retirement Account

_____ % of my compensation per pay period as Traditional deferral (pre-tax).

\$ _____ of my compensation per pay period as Traditional deferral (pre-tax).

_____ % of my compensation per period as Roth deferral (post-tax).

\$ _____ of my compensation per period as Roth deferral (post-tax).

Total deferrals cannot exceed 100% of your compensation or the annual IRS limit. Other limitations may apply.

☐ I decline to make contributions to the Plan at this time.**Please complete and sign reverse side**

Section 3: Investment Elections (Use whole percentages that total 100%)**Risk Based Portfolios**

Vanguard Wellesley Income Adm	Moderately Conservative Allocation	VWIAX	_____	%
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Target Date Portfolios

Vanguard Target Rtmt Inc Inv	Target-Date Retirement	VTINX	_____	%
Vanguard Target Rtmt 2020	Target-Date 2020	VTWNX	_____	%
Vanguard Target Rtmt 2025 Inv	Target-Date 2025	VTTVX	_____	%
Vanguard Target Rtmt 2030	Target-Date 2030	VTHRX	_____	%
Vanguard Target Rtmt 2035 Inv	Target-Date 2035	VTTHX	_____	%
Vanguard Target Rtmt 2040	Target-Date 2040	VFORX	_____	%
Vanguard Target Rtmt 2045 Inv	Target-Date 2045	VTIVX	_____	%
Vanguard Target Rtmt 2050	Target-Date 2050	VFIFX	_____	%
Vanguard Target Rtmt 2055 Inv	Target-Date 2055	VFFVX	_____	%
Vanguard Target Rtmt 2060	Target-Date 2060	VTTSX	_____	%
Vanguard Target Rtmt 2065 Inv	Target-Date 2065+	VLXVX	_____	%
Vanguard Target Rtmt 2070	Target-Date 2065+	VSVNX	_____	%

Build Your Own Portfolio / Individual Investment Options

Vanguard Cash Res Money Market	Money Market - Taxable	VMRXX	_____	%
Vanguard Shortterm Inv Grd Adm	Short-Term Bond	VFSUX	_____	%
Vanguard Total Bond Market	Intermediate Core Bond	VBPIX	_____	%
Vanguard Value Index Adm	Large Value	VVIAX	_____	%
Vanguard Ftse Social Index Adm	Large Blend	VFTAX	_____	%
Vanguard Institutional Index	Large Blend	VINIX	_____	%
Vanguard Idx Tr Tot Stk M Inst	Large Blend	VITSX	_____	%
Vanguard Growth Index	Large Growth	VIGIX	_____	%
Vanguard Extended Market Index	Mid-Cap Blend	VIEIX	_____	%
Vanguard Total Intl Stk Index	Foreign Large Blend	VTIAX	_____	%
Vanguard Reit Index Adm	Real Estate	VGSLX	_____	%

TOTAL	100%
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REBALANCING: If you've selected multiple investments above, you may consider setting up recurring rebalance. This can be done on the participant website or mobile app by selecting Rebalance under the Transaction heading, and following the instructions. If you need assistance, please contact the Participant Service Center.

Your plan offers a Self-Directed Brokerage Account Option. If you would like more information, please call the Participant Service Center.

Section 4: Authorization

I have been provided adequate information regarding this plan to make the elections above. I understand the contribution elections will remain in effect until I otherwise notify the Plan's Administrator and revise my contribution elections. I further understand the Investment Election made above will remain in effect until and unless I revise it using a medium approved by the Plan's Administrator.

Participant Signature _____ Date: _____

For more information about your plan's investments, go to <https://rec-files.epicrps.com/funds>.

Katherine Shaw Bethea Hospital

Plan Number: MS7

Beneficiary Designation**Section 1: Personal Information**

Name	Home Address	SSN: _____-_____-_____
		Date of Birth: _____ / _____ / _____
		Date of Hire: _____ / _____ / _____

This is a(n)**Marital Status**
☐ Initial Designation ☐ Change to a Prior Designation ☐ Married ☐ Not Married
Section 2: Primary Beneficiary Designation

If the beneficiary designated herein is not solely the spouse of the employee and the employee is married, the spousal consent section (Section 5) must be completed and signed by the spouse in the presence of a notary.

Primary Beneficiary #1	Name	Relationship ☐ Spouse, ☐ Child, ☐ Organization ☐ Trust, ☐ Other _____	Date of Birth or Date of Trust	Social Security or Trust ID Number	%
	☐ If this beneficiary should remain a minor at the time of becoming a beneficiary, benefits will be paid under my State of Residence's Uniform Transfer to Minors Act or Uniform Gift to Minors Act, in which case _____ shall act as guardian for this beneficiary. (Insert Name)				
Primary Beneficiary #2	Name	Relationship ☐ Spouse, ☐ Child, ☐ Organization ☐ Trust, ☐ Other _____	Date of Birth or Date of Trust	Social Security or Trust ID Number	%
	☐ If this beneficiary should remain a minor at the time of becoming a beneficiary, benefits will be paid under my State of Residence's Uniform Transfer to Minors Act or Uniform Gift to Minors Act, in which case _____ shall act as guardian for this beneficiary. (Insert Name)				
Primary Beneficiary #3	Name	Relationship ☐ Spouse, ☐ Child, ☐ Organization ☐ Trust, ☐ Other _____	Date of Birth or Date of Trust	Social Security or Trust ID Number	%
	☐ If this beneficiary should remain a minor at the time of becoming a beneficiary, benefits will be paid under my State of Residence's Uniform Transfer to Minors Act or Uniform Gift to Minors Act, in which case _____ shall act as guardian for this beneficiary. (Insert Name)				
Primary Beneficiary #4	Name	Relationship ☐ Spouse, ☐ Child, ☐ Organization ☐ Trust, ☐ Other _____	Date of Birth or Date of Trust	Social Security or Trust ID Number	%
	☐ If this beneficiary should remain a minor at the time of becoming a beneficiary, benefits will be paid under my State of Residence's Uniform Transfer to Minors Act or Uniform Gift to Minors Act, in which case _____ shall act as guardian for this beneficiary. (Insert Name)				

The percentage allocated for primary beneficiary(ies) should total 100%.

NOTE: The beneficiary designated on this form revokes any and all previous designations of beneficiaries of the Plan. If one or more beneficiaries within a class or category (that is, within the group of Primary Beneficiaries or within the group of Contingent Beneficiaries) should predecease me, the remaining beneficiaries of that class or group shall share equally in the share of the deceased beneficiary.

Beneficiary designation will not be valid if Section 4 on reverse side is not signed.

Please complete and sign reverse side.

Section 3: Contingent Beneficiary Designation					
Contingent Beneficiary #1	Name	Relationship ☐ Spouse, ☐ Child, ☐ Organization ☐ Trust, ☐ Other _____	Date of Birth or Date of Trust	Social Security or Trust ID Number	%
	☐ If this beneficiary should remain a minor at the time of becoming a beneficiary, benefits will be paid under my State of Residence's Uniform Transfer to Minors Act or Uniform Gift to Minors Act, in which case _____ shall act as guardian for this beneficiary. (Insert Name)				
Contingent Beneficiary #2	Name	Relationship ☐ Spouse, ☐ Child, ☐ Organization ☐ Trust, ☐ Other _____	Date of Birth or Date of Trust	Social Security or Trust ID Number	%
	☐ If this beneficiary should remain a minor at the time of becoming a beneficiary, benefits will be paid under my State of Residence's Uniform Transfer to Minors Act or Uniform Gift to Minors Act, in which case _____ shall act as guardian for this beneficiary. (Insert Name)				
Contingent Beneficiary #3	Name	Relationship ☐ Spouse, ☐ Child, ☐ Organization ☐ Trust, ☐ Other _____	Date of Birth or Date of Trust	Social Security or Trust ID Number	%
	☐ If this beneficiary should remain a minor at the time of becoming a beneficiary, benefits will be paid under my State of Residence's Uniform Transfer to Minors Act or Uniform Gift to Minors Act, in which case _____ shall act as guardian for this beneficiary. (Insert Name)				
Contingent Beneficiary #4	Name	Relationship ☐ Spouse, ☐ Child, ☐ Organization ☐ Trust, ☐ Other _____	Date of Birth or Date of Trust	Social Security or Trust ID Number	%
	☐ If this beneficiary should remain a minor at the time of becoming a beneficiary, benefits will be paid under my State of Residence's Uniform Transfer to Minors Act or Uniform Gift to Minors Act, in which case _____ shall act as guardian for this beneficiary. (Insert Name)				

The percentage allocated for contingent beneficiary(ies) should total 100%.

Section 4: Participant Statement	
☐ By reason of my signature I understand that my previous beneficiary designations are revoked, and that I may change my designations upon request. Further, I understand and acknowledge that, in the event of my divorce (or marriage and subsequent divorce if I am currently unmarried), it is my obligation to notify the Plan once my divorce is finalized. I understand and acknowledge that, in the event that I do not notify the Plan of my divorce during my lifetime said divorce will nullify any existing beneficiary designation on file with the Plan designating my prior spouse as my beneficiary and my benefits will be distributed according to the Plan's Standard Beneficiary Designation.	
Participant Signature: _____ Date: _____ Print Name: _____	
Section 5: Spousal Consent (only complete this section if married and naming a non-spouse beneficiary as primary beneficiary)	
☐ I hereby consent to the designation of the above named beneficiary(s). In so consenting, I acknowledge that I waive all rights to the distribution of any of the assets in the accounts of the Plan identified above, except to the specific extent which may be designated herein. I hereby acknowledge that I understand: (1) that by consenting, I will forfeit part or all of the benefits that might otherwise be paid to me in the event of the death of my spouse; (2) that my Spouse's election to name a Primary Beneficiary other than or in addition to me is not valid unless I consent to it; and (3) that my consent is irrevocable.	
Date: _____ Signature of Spouse _____	
A notary must complete the following: Subscribed and sworn to before me this _____ day of _____	
Signature of Notary _____ Month _____ Year _____	

Once completed, return to your Benefits Coordinator

Beneficiary Designation Definitions and Instructions

Instructions

Please complete all applicable sections of this form, execute the form under Section 4, and return the form to your Plan Administrator representative.

- ☐ Section 1 - Participant Information
- ☐ Section 2 - Primary Beneficiary Designation
- ☐ Section 3 - Contingent Beneficiary Designation
- ☐ Section 4 - Participant Statement and Waiver Election
- ☐ Section 5 - Spousal Consent (if applicable)

Ramifications of Not Submitting the Form

If you do not submit this completed form and do not have a beneficiary designation on file the Plan Document's Standard Beneficiary Designation shall apply. Please see your plan's Summary Plan Description (SPD) for additional information regarding the application of this provision.

How Marriage Affects Your Designation

- ☐ If you are married and your most recent Beneficiary Designation on file does not designate your spouse as the sole primary beneficiary, and does not have spousal consent for this designation, your spouse will be beneficiary of 100% of your account balance.
- ☐ If you are married and you do not designate that your spouse receive 100% of your vested account balance, then your spouse must sign the spousal consent portion of this form in the presence of a notary public. As long as your spouse is your sole primary beneficiary, his or her consent is not needed to name a contingent beneficiary.
- ☐ If you are single, you may use this form to designate any person as your beneficiary. If you marry before your account is distributed, your spouse will become your sole primary beneficiary, as described above, unless you file a new Beneficiary Designation Form and obtain the required spousal consent.
- ☐ If you are now married and should divorce your current spouse, then such divorce will automatically terminate the designation of your ex-spouse as beneficiary under the 401(k) Account. If you fail to make another designation, the 401(k) benefits will be distributed according to the Standard Beneficiary Designation. In the event that you remarry, your new spouse will receive 100% of your death benefit, unless you designate another beneficiary with the written consent of your new spouse, witnessed by a Notary Public.

Designating Minor Children

When designating minor children as beneficiaries, you may wish to utilize a state Uniform Transfer to Minors Act or Uniform Gift to Minors Act designation. This type of designation allows you to name a guardian for the minor beneficiary without having to develop a trust.

Other Important Items to Note

You are not limited to four primary and four contingent beneficiaries. To designate additional beneficiaries, please attach, date, and sign a separate piece of paper with your additional designations.

When designating beneficiaries, please use whole percentages and be sure that the percentages for each group of beneficiaries (primary and contingent) total 100%. Your primary beneficiary cannot be your contingent beneficiary. If you designate a trust as a beneficiary, please include the trust's name and address, the date the trust was created, and the trustee's name.

If more than one person is named and no percentages are indicated, payment will be made in equal shares to primary beneficiary(ies) who survive. If a percentage is indicated and a primary beneficiary(ies) do(es) not survive, the percentage of that beneficiary's designated share shall be divided equally among the surviving primary beneficiary(ies).

How Much Do I Really Need For Retirement?

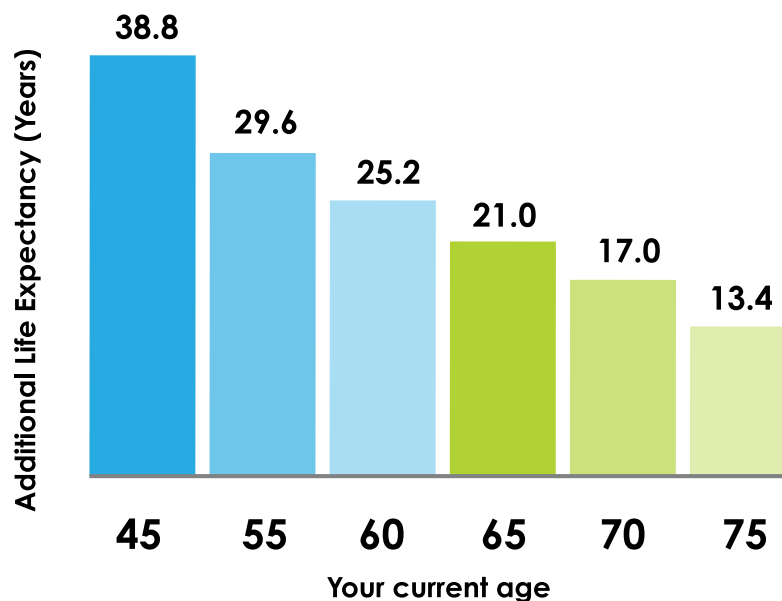
If you're like most people, you want your retirement years to be carefree years, without financial worries. Realistically, you should plan to save enough to replace the majority of your annual income for EACH YEAR of your retired life.

How Much Will You Need?

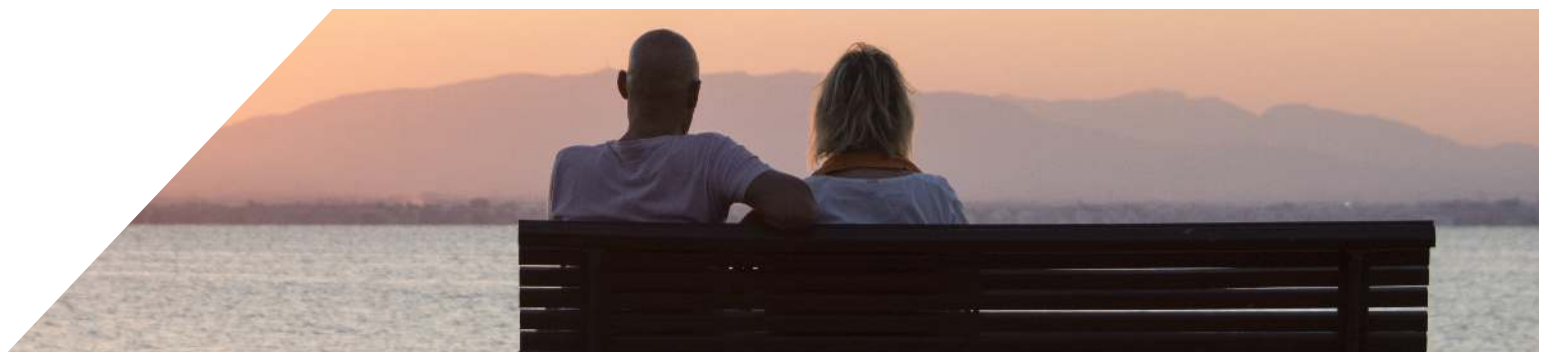
Industry experts suggest most people need to replace between 75% and 100% of their pre-retirement income for each year spent in retirement. This amount will depend on how you adjust your living standards in retirement.

How Long Will You Need It?

The great news is that we are all living longer! As a result, retirement can last decades, rather than years, and saving enough has become more important than ever.



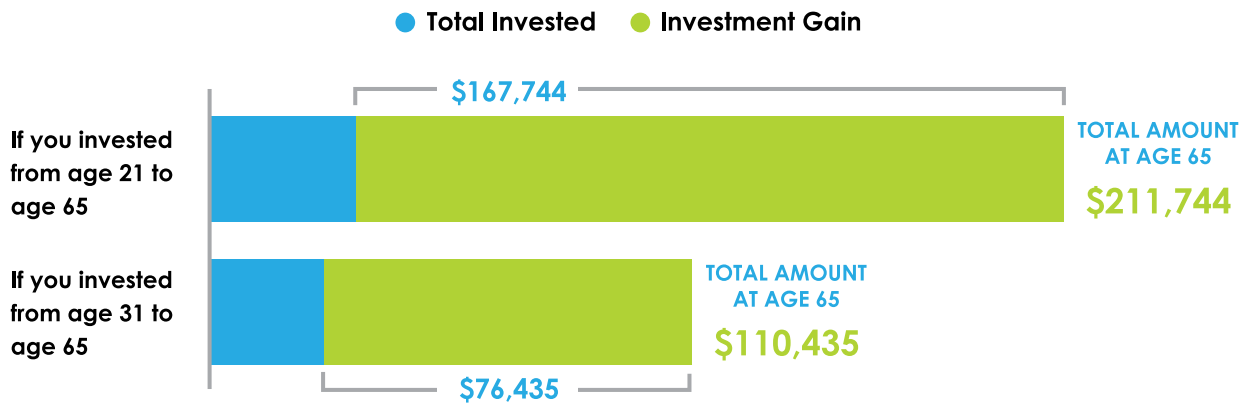
This table is based upon averages calculated by the IRS.
Source: IRS Single Life Expectancy Table



Start Early

Time can be your most important ally when you're saving for retirement. The longer you have to invest, the greater the potential benefits of compounded earnings. Starting early and increasing your savings gradually over time will help you come out ahead.

THE ADVANTAGE OF INVESTING EARLY

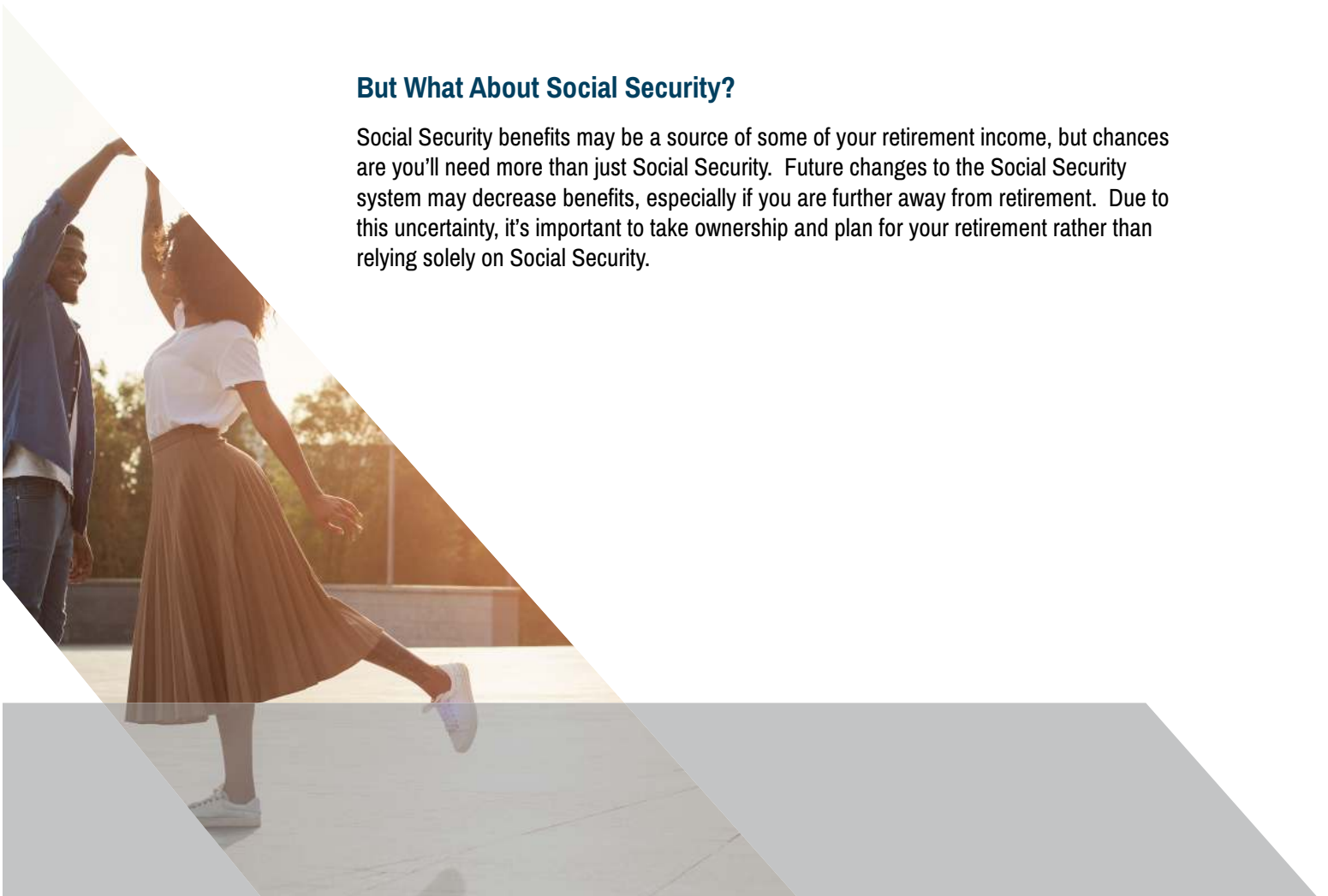


Assumes single deposit of \$1,000 at beginning of year and a 6% annual return.

This chart is hypothetical and for illustrative purposes only. It is not indicative of any particular investments.

But What About Social Security?

Social Security benefits may be a source of some of your retirement income, but chances are you'll need more than just Social Security. Future changes to the Social Security system may decrease benefits, especially if you are further away from retirement. Due to this uncertainty, it's important to take ownership and plan for your retirement rather than relying solely on Social Security.

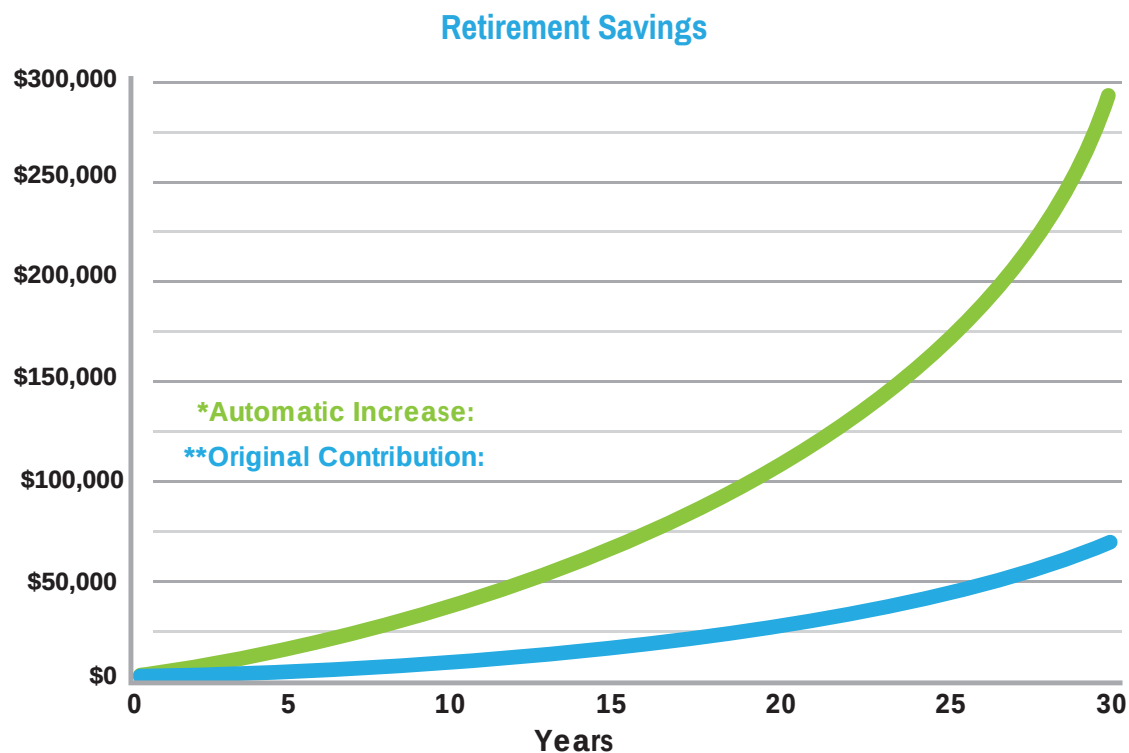


Automatic Deferral Increase

Monitoring and managing accounts are core functions of the participant web experience. Through our web and mobile applications, you can log in anytime to easily view and/or change your deferral amount.

Participants in plans that offer online deferral changes also have the ability to set up a **custom automatic deferral increase**. The feature gives you the power to “set and forget” an incremental savings growth strategy. Simply turn on the Auto Increase feature in the Deferral Change module and set three items:

1. The increment by which you would like to increase your deferral.
2. The date on which you would like the annual increase to occur each year.
3. Your maximum and final deferral rate.



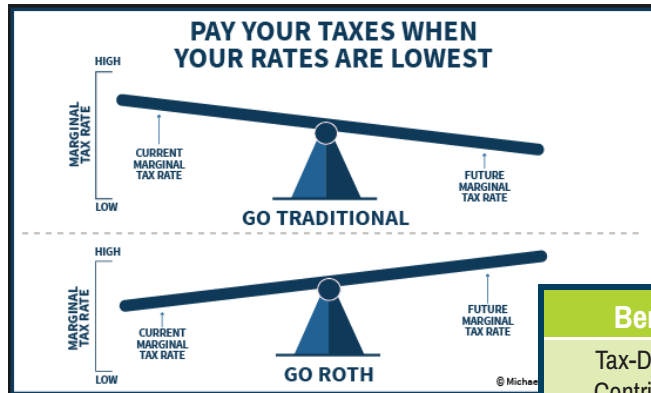
*Assumes a \$30,000 salary, a 3% payroll deduction, a one percentage-point annual increase (up to 15% cap), and an 6% average annual rate of return.

**Assumes a \$30,000 salary, a 3% payroll deduction, no annual increase, and an 6% average annual rate of return.

This chart is hypothetical and for illustrative purposes only.

Pre-Tax vs. Roth

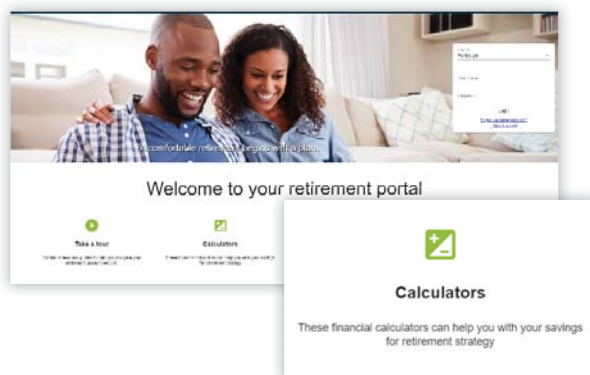
Your plan provides the option for you to make a Roth deferral, meaning that you can make **post-tax** contributions to your account. Since you pay taxes on the contributions up front, you receive your contributions plus any earnings **tax free**.



Benefit	Pre-tax	Roth
Tax-Deferred Contributions	Yes	No
Tax-Free Withdrawals	No	Yes ¹
Income Limits for High Earners ²	No	No

¹Tax Law requirements must be met.
²Unlike Roth IRAs, there is no income restriction that determines who can contribute Roth deferrals to the plan.

Check out our Roth Analyzer available in the calculators section of the login page on our website. As with any important tax matter, you should talk to your tax advisor before deciding which option is best for you.



Roth vs. Traditional



Tax law requirements must be met. To qualify, withdrawals must be taken after five tax years have elapsed, starting with the year the first Roth contribution is made, and after age 59½ or upon death or disability.

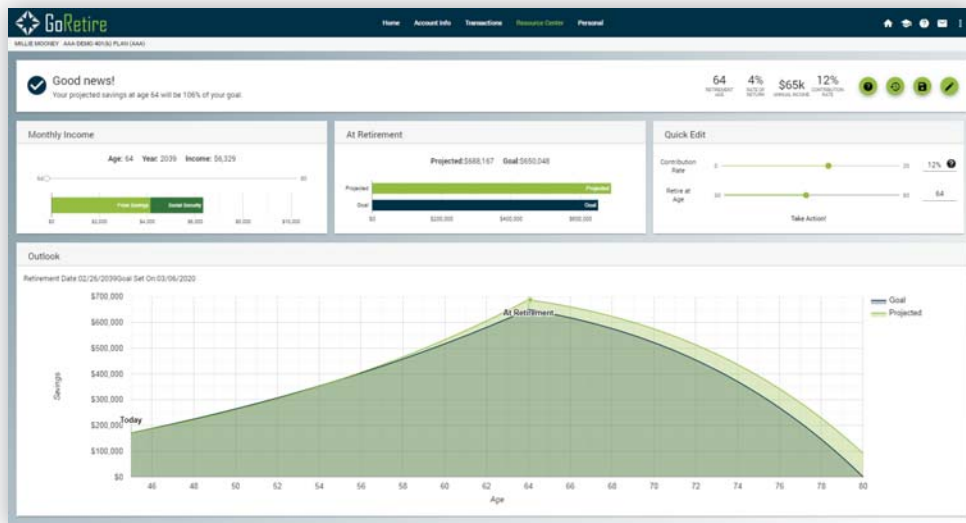
My Retirement Goal

Use our online calculator to help determine your savings goal and how to get there.

After you log in, click here:



My Retirement Goal



You will need to enter some basic data to get an instant and simple projection. To get a more robust and personalized retirement goal, click the pencil icon to open the 'edit drawer'.

Here you can modify the assumptions being used to calculate your goal as well as add additional accounts or expenses you may have. The more information you add, the more accurate the projection will be.

Edit My Projection

Values

Contribution Rate

9%

Annual Income

\$55,000

Retire at Age

67

Life Expectancy

85

Percent of Salary Needed

70%

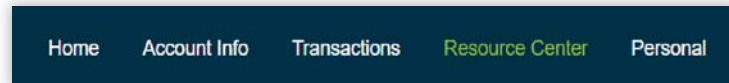
Rate of Return

7%

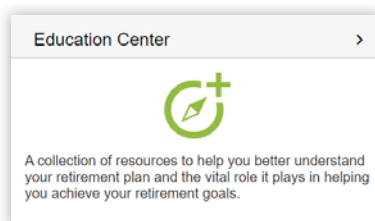


Retirement Education Center (REC)

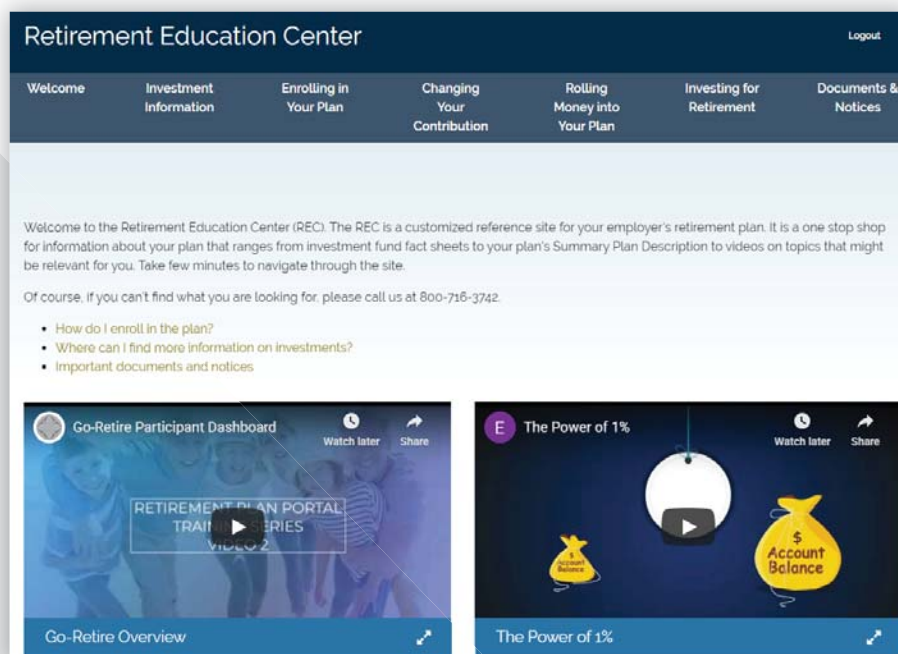
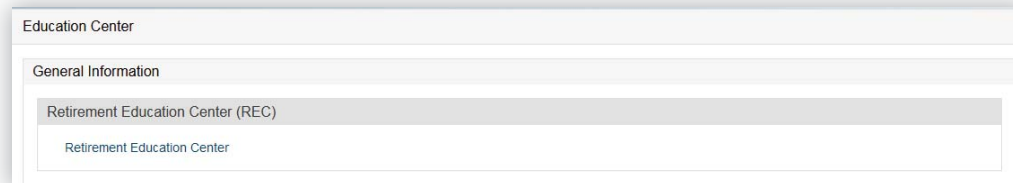
You can access the REC by selecting the link found in the Resource Center of your participant account.



The REC is a tool that contains information specific to your plan. Via the REC you have access to a variety of resources which can aid you in your retirement planning.



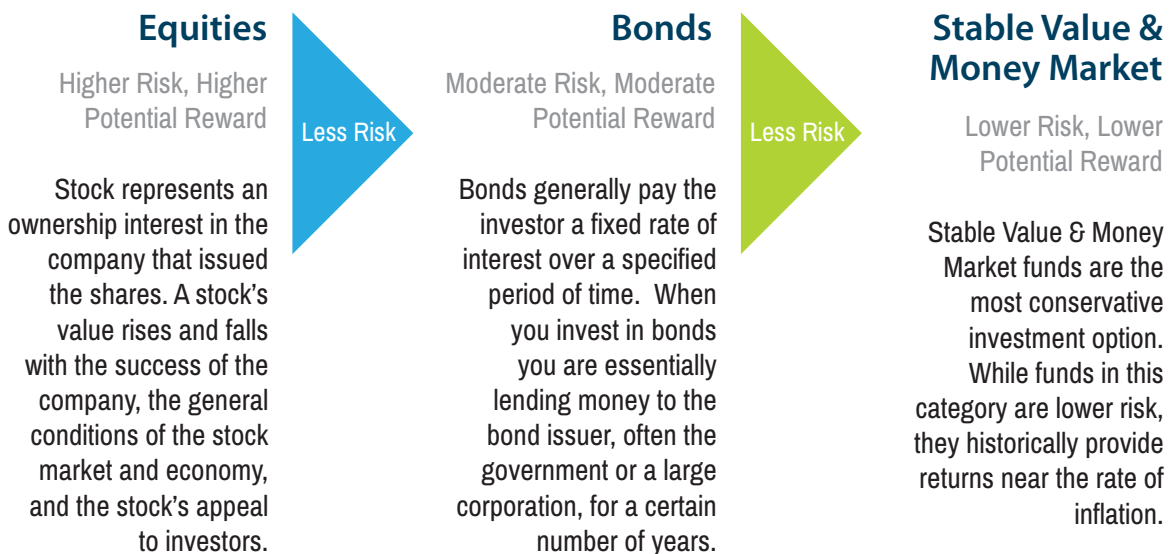
- Educational Videos
- Retirement Calculators
- Investment Information



Investing Basics

Once you've decided to save for retirement, the next decision is how to invest your money. Before you do, it's helpful to understand some basic concepts.

The investments available in your plan range from very conservative and less risky to very aggressive and more risky. Historically, riskier investments offer the opportunity for greater returns over time, but they also come with a greater chance for loss.

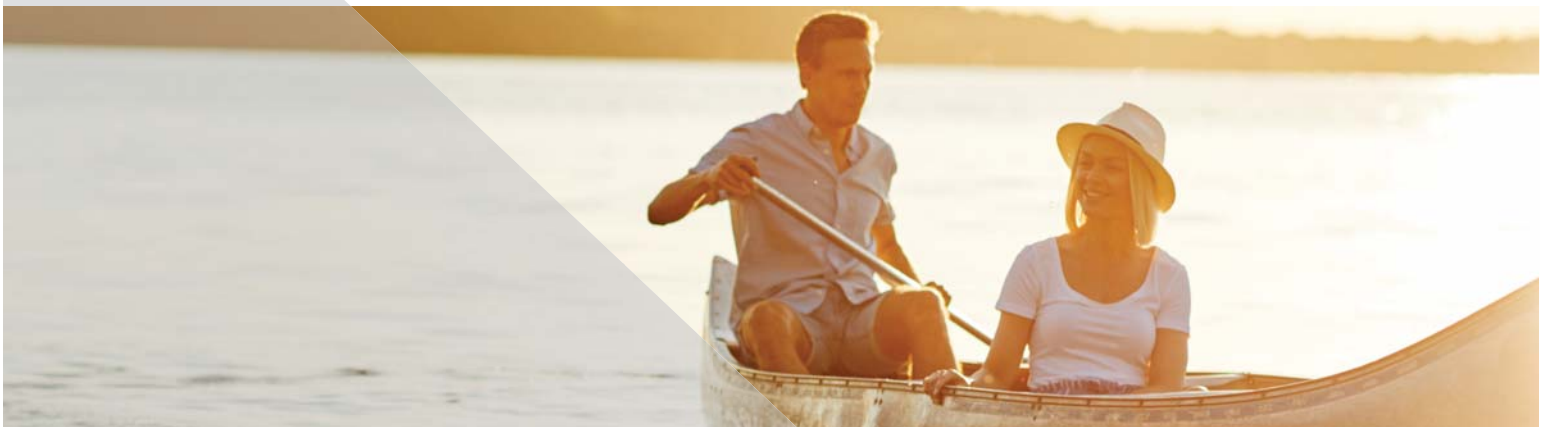


What is a Mutual Fund?

Mutual funds are investments that pool your money together with other investors to purchase shares of a collection of stocks, bonds, or other types of investments that might be difficult to amass on your own.

The information on the following pages will give you more detail about the types of investments available in your plan.

The information above is for informational purposes only. It is not intended to be investment advice.



Determine Your Asset Allocation

There are several important topics to consider as you make your investment selections:

- Review your **RISK TOLERANCE** - Align your exposure to the volatility of stocks with a level that makes you comfortable.
- Make sure your portfolio is **DIVERSIFIED** - Choose various types of investments that will behave differently to reduce your risk and volatility, or a single investment, like a target date or risk based portfolio that provides this diversification for you.
- **REBALANCE** your investments. Once you have determined the level of risk you're comfortable with, maintain that allocation by rebalancing, a feature that can be automated using the Go-Retire website. This feature is often inherent in risk based and target date funds.

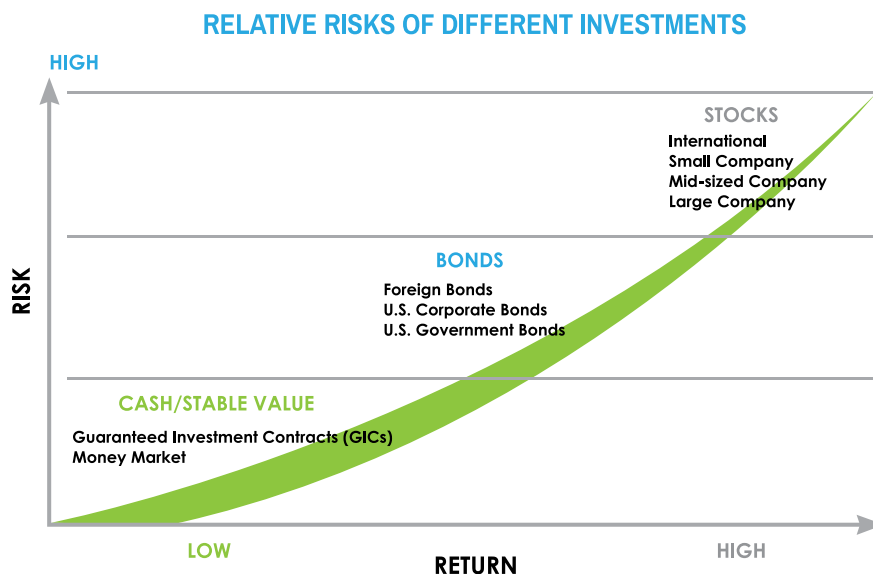
Living with Investment Risk

Understanding and learning to manage risk is important to your success as an investor. Typically, investments that present the most risk also offer the highest potential return. If you put your money in only low risk investments, you may not earn enough to meet your retirement savings goal. You need to know the risks associated with each investment class, the earnings potential of each type, your own risk tolerance, and investment strategies that can help you take all of these variables into account.

Calculate Your Risk

The degree of risk you're willing to take with your investments is known as your risk tolerance. Investors with longer investment time frames can generally tolerate more risk than investors who have shorter time frames — say, a few months or years — before they need their money. Over the short term, market volatility is a serious risk factor since the value of your investments may be down when you withdraw your funds. But, for long-term investors, you don't have the risk of needing to sell when the market drops. Therefore, the longer you have to invest, the more risk you may be able to tolerate.

However, time is only one consideration when you assess your risk tolerance. Your own comfort level is also important. If your investments are in asset classes that tend to fluctuate widely, you must be willing to accept that the value of your investments may drop significantly from time to time. Conversely, if you have invested very conservatively, you must consider the possibility that your returns will not keep up with inflation in the years ahead.



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Risk Tolerance – Your Investor Profile

The quiz below can help give you an idea of how much risk you are able to tolerate in your portfolio. Read the following statements and select the corresponding option related to your level of agreement, age and time until retirement. Your total score will help you determine your Investor Profile which can be used as a guideline as you make your investment selections.

1 = strongly disagree 2 = disagree 3 = neutral 4 = agree 5 = strongly agree

1. I am knowledgeable about personal investing and economic issues.	1	2	3	4	5
2. I am willing to accept above-average risk to achieve above average return.	1	2	3	4	5
3. Staying ahead of inflation is very important to me.	1	2	3	4	5
4. If my investments lose money I can easily resist the urge to sell them.	1	2	3	4	5
5. I do not plan to make withdrawals from my retirement account prior to retirement.	1	2	3	4	5
6. My current age.	60 or over 1	50-59 2	40-49 3	30-39 4	Under 30 5
7. My approximate number of years until retirement.	5 yrs 1	10 yrs 2	15 yrs 3	20 yrs 4	25+ yrs 5

Total Score

Investor Profile



REMEMBER!

You will need to reevaluate your tolerance over the course of time as circumstances change. Feel free to revisit this questionnaire as often as you'd like to ensure that you are appropriately aligned.

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Investing Can Be Easy!

If you find the concept of investing to be overwhelming, your plan offers a straightforward option.

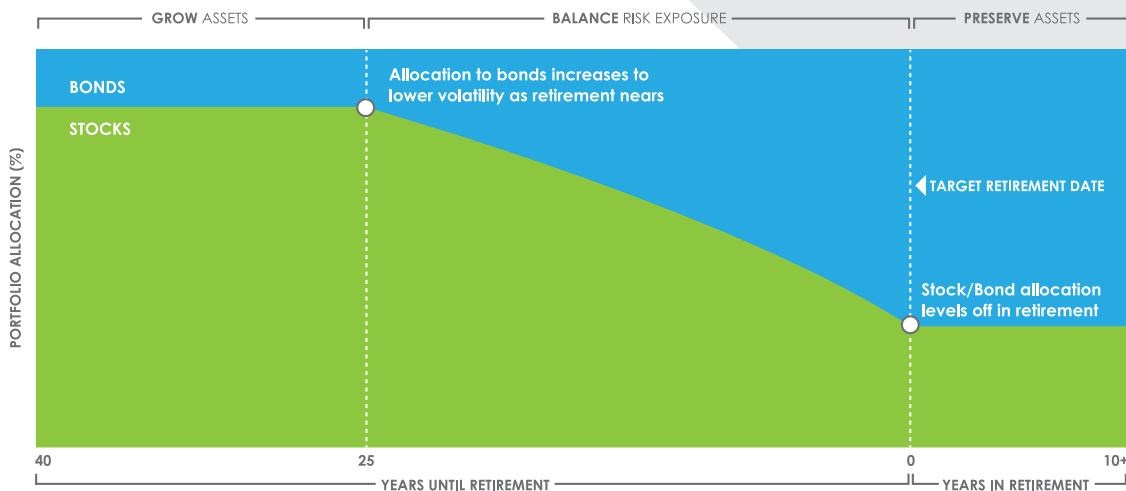
Target Date Funds

A target date portfolio is a pre-packaged group of investments that is designed to gradually change its allocation from more aggressive to more conservative as the target retirement year approaches.

Each target date fund is named for a targeted retirement year - 2020, 2025, etc. Select the fund that corresponds with your anticipated date of retirement.

Once your selection is made, the fund managers do the rest. Each fund has a diversified asset allocation that includes various types of equities and fixed income that will be regularly rebalanced over time as the market changes.

A GLIDE PATH TO BALANCE RISK AND PROVIDE RETIREMENT INCOME



Please note that the image above is for illustrative purposes only. The glide path for the target date funds in your plan may differ from the above. Please review the target date fund prospectus or other materials for glide path and other information.

Remember!

While these funds are designed to make investing easy, they do not come without risk since the underlying funds are exposed to the risk associated with various markets.

Diversification and asset allocation do not guarantee investment returns and do not eliminate the risk of loss. For illustrative purposes only.

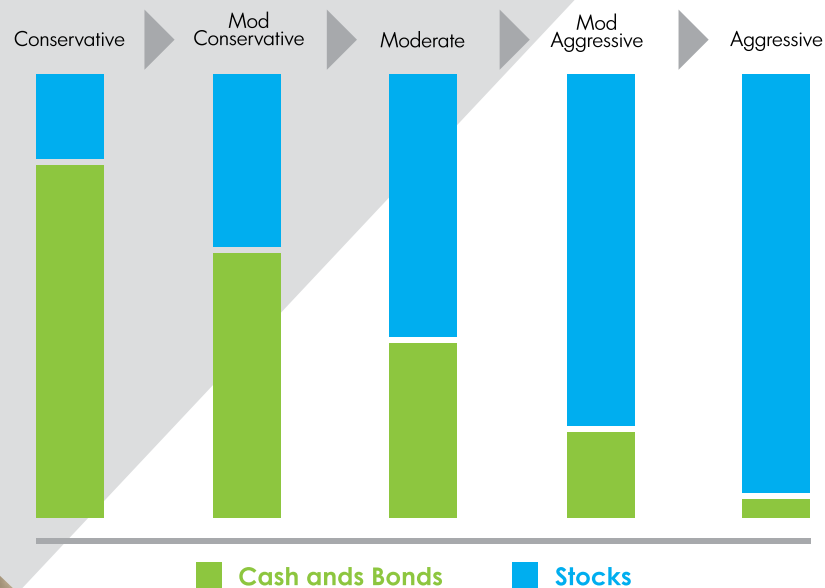


Risk Based Funds

Risk based investments are professionally managed portfolios geared toward a variety of different risk tolerance levels. As a participant, you determine the level of risk you are comfortable taking in your portfolio. From there, the internal investment selection and asset allocation is left to the experts.

These investments have a diversified mix of exposure to stocks, bonds, and other major market sectors and segments. They will automatically rebalance based on market deviations.

It's important to note that these funds will **NOT** become more conservative over time as you get closer to retirement age. The level of risk will remain fairly constant over time. As your tolerance for risk changes, you will need to re-evaluate your choice through your working years.



Diversification and asset allocation do not guarantee investment returns and do not eliminate the risk of loss. For illustrative purposes only.



Katherine Shaw Bethea Hospital

Plan ID: MS7

Rollover Form

Section 1: Personal Information

Name: _____ SSN: _____ - _____ - _____

Address: _____ Date of Birth: _____ / _____ / _____

City: _____ Date of Hire: _____ / _____ / _____

State: _____ Zip: _____ Rehire: ☐ Yes ☐ No

Phone Number: _____ Email: _____

Section 2: Rollover Information

Name of Financial Institution (where funds were held): _____

Name of Prior Plan: _____ Approximate Amount of Rollover: \$ _____

Important Note: Retirement account providers typically require pre-liquidation of assets, payment of fees, and/or completion of their own forms prior to transferring assets. To expedite your request, please contact your current provider or former employer to verify and complete their requirements.

The rollover may only be accepted if permitted by the terms of the Employer's Plan AND the Employee certifies, by signing below, that the rollover meets the following IRS requirements:

1. The rollover is being made within 60 days of receipt of the distribution from the prior plan.
2. The Rollover amount is from my prior plan or from the prior plan of my deceased Spouse.
3. The amount being rolled over does NOT include:
 - a. Required Minimum Distribution amounts
 - b. Hardship distributions
 - c. Amounts that were part of a series of substantially equal payments.
 - d. Roth IRA assets
 - e. SIMPLE IRA assets from a participant who has not been in a SIMPLE IRA for two years.
 - f. After tax contributions made to an IRA.
 - g. After tax to an IRA which were rolled in from a qualified Plan. After tax from a qualified plan may only be moved into another qualified plan by a trustee to trustee transfer or a direct rollover.

NOTE: If the plan does not accept the type of rollover that the Employee desires to make, the rollover will not be accepted by the Employer's Plan. For example, Rollovers of Roth deferral contributions will only be accepted if your Plan allows for Roth deferral contributions.

Section 3: Tax Status

Tax status of direct rollover. The tax status of the direct rollover, as reflected in the Distributing Plan's records, is as follows:

- ☐ All rollover assets are **Pre-Tax**. (go to Section 4)
- ☐ Some or all rollover assets are **Roth**. (complete information below) (this does not apply if your plan does not offer Roth)
- ☐ All rollover assets are Roth.
- ☐ A portion of my rollover assets are Roth.

Amount \$ _____ (includes earnings).

Roth Basis \$ _____ (contributions without earnings).*

First Roth Deferral Date _____ (Year first Roth Deferral was made).*

*This information can be obtained from the financial institution that currently holds your account.

Section 4: Request Rollover from Prior Financial Institution

1. Contact the current trustee/custodian or your prior employer to verify their requirements for transferring the funds and complete any required paperwork authorizing the transfer.
2. Complete this form and return to your current employer as certification of your impending rollover.

Please make checks payable to : Charles Schwab Trust Bank #207496 FBO (Participant Name and last 4 of SSN)
Mail to : Regular Mail to Charles Schwab Bank P.O. Box 81686, Austin, TX 78708 or Overnight Mail to Charles Schwab Bank
11800 Schwab Way, Austin, TX 78758

*** Failure to make checks payable including the FBO information above may result in a return of funds to the originating institution.**

Section 5: Certification and Signature

I understand that this will not be a valid rollover unless the information above is accurate.

I acknowledge that, due to the complexities involved in the tax treatment of distributions from Qualified Plans, the Trustee/Custodian/Recordkeeper has recommended that I consult with my tax advisor or the Internal Revenue Service before completing this transaction to make certain that it qualifies as a rollover and is appropriate in my individual circumstances. I release the Trustee/Custodian/Recordkeeper from any claim of damages on account of the failure of this transaction to qualify as a valid rollover.

I request the Plan accept the above indicated rollover contributions and certify under penalties of perjury that all statements above are true.

I understand that once the rollover check is received, the funds will be invested into my retirement account according to my current investment elections on file. If no elections exist, my assets will be invested in the Plan's default investment.

Participant Signature _____ Date: _____

Section 6: Administrator Authorization

Based on the information above, this rollover contribution is acceptable according to the plan provisions therefore, I authorize acceptance of this rollover contribution into the Plan. **Furthermore, I confirm that a Summary Plan Description and all required notices have been provided to the participant initiating this rollover contribution.**

Plan Representative Signature _____ Date: _____

Katherine Shaw Bethea Hospital

Investment and Fee Notice

This document contains important information concerning our retirement plan. The first section provides you with information about the plan in general, including any expenses you might incur through participation in the plan or through taking advantage of different plan features. The second section provides information about the plan's investment alternatives, including any fees or expenses associated with those investments.

If you have any questions concerning any of this information, contact your Plan Administrator.

Other Plan Information

The Plan is intended to be 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.

As a Plan participant, you may request certain information from your Plan Representative listed above. This information includes: annual operating expenses of the Plan investments; copies of prospectuses, financial statements, reports, or other materials relating to Plan investments provided to the Plan; a list of assets contained in each Plan investment portfolio; the value of those assets and fund units or shares; and the past and current performance of each Plan investment.

You give investment directions for some or all your Plan account, selecting from investment choices provided under the Plan, as determined by Katherine Shaw Bethea Hospital and/or the Plan's Investment Manager. You can change your investments at any time.

In our plan, unless the Plan Administrator and/or Plan Trustee has delegated this responsibility to another person or entity, the Plan Administrator and/or the Plan Trustee has the responsibility for the voting and the tendering of mutual fund shares relating to the assets held by the trust.

The Plan offers a brokerage window option. In addition to the investment alternatives listed on the Comparative Chart, the Plan offers you the option of making your own investments through a brokerage account option. Please call the Participant Service Center if you would like more information about establishing a brokerage account and information about trading costs associated with a brokerage account. With a brokerage account you may choose to invest in a variety of stocks, bonds and mutual funds. Each investment selection may have a Shareholder-type fee or commission associated with the purchase or sale of a fund that varies among available investment options.

Plan Related Expenses

Retirement plans have different types of expenses.

Administration expenses - These are charges for general plan administrative services to the Plan that may include, but are not limited to, legal, accounting, custodial, trustee, investment advisory, participant education and recordkeeping expenses. In the Plan, these expenses may be paid partly by the Plan Sponsor and partly by participants. If applicable, a participant's explicit share of these expenses may be allocated on either a pro rata or a per capita basis. If applied pro-rata, your share of these expenses is based on the value of your account balance over the total assets in the Plan. If applied per-capita, your share of expenses is determined by dividing the total expense by the number of participants in the Plan. Deducted fees, if any, are displayed as a dollar amount on your quarterly statements.

The plan may benefit from revenue sharing. If it does, it is either credited back to the accounts of the participants that generated it or used to reduce expenses that could otherwise be deducted from participant accounts.

Individual Expenses - These are expenses you may incur if you take advantage of certain Plan features.

- A \$60.00 lump sum distribution fee.
- A \$60.00 in-service distribution fee.
- A \$60.00 hardship distribution fee.
- A \$60.00 required minimum distribution fee.
- A \$75.00 loan setup fee for each new loan.
- A \$150.00 Qualified Domestic Relations Order (QDRO) processing fee.

General Disclosures

Good Faith Compliance-The Plan's Recordkeeper and the Plan Administrator have acted in good faith in complying with the participant disclosure requirements as set forth under ERISA § 404(a)(5) and U.S. Department of Labor (DOL) Field Assistance Bulletin (FAB) 2012-2. The information contained within this disclosure reflects good faith compliance efforts based on guidance issued by the DOL at the time this document was prepared. Despite our best efforts, it is possible the information contained within this document does not include all of the information required under the regulations and DOL FAB 2012-2. If necessary, the Plan's Recordkeeper and the Plan Administrator will incorporate any additional information in a future disclosure. See DOL FAB 2012-2 (Q&A-37) at www.dol.gov/ebsa.

Right to Receive Paper Copies of Your Quarterly Participant Statement Free of Charge-Your quarterly participant statements are available electronically via the participant web. However, you have the right to request a paper copy of your quarterly statement free of charge at any time by contacting your Plan Administrator or Participant Service Center.

Overpayment of Benefits - If benefit payments are made to any person in excess of the amount due and payable under the Plan for any reason (including without limitation, mistake of fact or law, reliance on any false or fraudulent statements, information or proof submitted by a claimant, or the continuation of payments after the death of a participant or beneficiary), the Plan Administrator (or their delegate) may take the steps it deems appropriate to recover the amount of the overpayment.

Katherine Shaw Bethea Hospital

Investment and Fee Notice

Reliance on Third-Party Database for Investment Information-The investment-related information is received from unaffiliated third parties. You must independently determine how to use and interpret the information set forth in this document, including whether you need the assistance of any professionals in interpreting the information included in this document. The Plan's Recordkeeper is not responsible for the manner in which you interpret the information in this document. Please note, some and perhaps all, of the information included in this document is time sensitive and subject to change.

Katherine Shaw Bethea Hospital

Investment and Fee Notice

The table depicts the performance of the plan's designated investment alternatives over different time periods and allows you to compare them to an appropriate benchmark for the same time periods. While you cannot invest in a benchmark, the performance of the benchmark will give you an idea of how well the investment did in the same time period.

In addition to providing investment information, the table below shows fee and expense information for the plan's designated investment alternatives. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option.

Some investment options available in the plan may apply trading restrictions or shareholder type fees. The table below provides information on these restrictions and shareholder type fees.

Please note, past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money.

PERFORMANCE INFORMATION	Average Annual Total Return				Gross Exp Ratio			Trade Rest.	Shareholder Fee
	1 YR	5 YR	10 YR	Incept	As of	%	Per 1,000		
Vanguard Total Intl Stk Index (Fund ID VTIAIX)	12.10%	3.49%	4.68%	4.49%	8/31/23	0.11%	1.10	*	
idx:MSCI EAFE NR USD	17.92%	4.14%	4.93%						
US Fund Foreign Large Blend									
Vanguard Total Bond Market (Fund ID VBTIX)	-1.00%	0.55%	1.47%	4.18%	8/31/23	0.04%	0.40		
idx:BBgBarc US Agg Bond TR USD	-1.19%	0.49%	1.48%						
US Fund Intermediate Core Bond									
Vanguard Ftse Social Index Adm (Fund ID VFTAX)	16.74%	11.14%	13.22%	13.73%	8/31/23	0.14%	1.40		
idx:S&P 500 TR USD	15.94%	11.12%	12.81%						
US Fund Large Blend									
Vanguard Idx Tr Tot Stk M Inst (Fund ID VITSX)	14.71%	10.17%	12.18%	8.44%	8/31/23	0.03%	0.30		
idx:S&P 500 TR USD	15.94%	11.12%	12.81%						
US Fund Large Blend									
Vanguard Institutional Index (Fund ID VINIX)	15.91%	11.09%	12.78%	10.21%	8/31/23	0.04%	0.40	*	
idx:S&P 500 TR USD	15.94%	11.12%	12.81%						
US Fund Large Blend									
Vanguard Growth Index (Fund ID VIGIX)	21.72%	13.38%	14.78%	8.34%	8/31/23	0.04%	0.40	*	
idx:S&P 500 Growth TR USD	13.38%	11.71%	14.45%						
US Fund Large Growth									
Vanguard Value Index Adm (Fund ID VVIAX)	9.35%	8.14%	10.44%	7.04%	8/31/23	0.05%	0.50	*	
idx:S&P 500 Value TR USD	17.28%	9.53%	10.43%						
US Fund Large Value									
Vanguard Extended Market Index (Fund ID VIEIX)	8.43%	5.21%	9.10%	8.46%	8/31/23	0.05%	0.50		
idx:S&P MidCap 400 TR	10.71%	6.97%	10.09%						
US Fund Mid-Cap Blend									
Vanguard Wellesley Income Adm (Fund ID VWIAX)	2.73%	4.39%	5.55%	6.31%	8/31/23	0.16%	1.60	*	
idx:Morningstar Mod Con Tgt Risk TR USD	4.32%	3.59%	4.52%						
US Fund Moderately Conservative Allocation									
Vanguard Cash Res Money Market (Fund ID VMRXX)	4.38%	1.69%	1.15%	2.93%	8/31/23	0.10%	1.00		
idx:FTSE Treasury Bill 3 Mon USD	4.44%	1.68%	1.07%						
US Fund Money Market - Taxable									
Vanguard Reit Index Adm (Fund ID VGSIX)	-7.13%	3.46%	6.66%	8.83%	8/31/23	0.12%	1.20	*	
idx:FTSE Nareit Equity REITs TR USD	-2.95%	3.69%	7.05%						
US Fund Real Estate									

Katherine Shaw Bethea Hospital
Investment and Fee Notice

PERFORMANCE INFORMATION	Average Annual Total Return				Gross Exp Ratio			Trade Rest.	Shareholder Fee
	1 YR	5 YR	10 YR	Incept	As of	%	Per 1,000		
Vanguard Shortterm Inv Grd Adm (Fund ID VFSUX)	2.32%	1.56%	1.74%	3.07%	8/31/23	0.10%	1.00		
idx:BBgBarc US Govt/Credit 1-5 Yr TR USD	1.19%	1.18%	1.20%						
US Fund Short-Term Bond									
Vanguard Target Rtmt 2020 (Fund ID VTWNX)	5.51%	4.15%	5.88%	5.73%	8/31/23	0.08%	0.80	*	
idx:S&P Target Date 2020 TR USD	6.31%	4.02%	5.60%						
US Fund Target-Date 2020									
Vanguard Target Rtmt 2025 Inv (Fund ID VTTVX)	7.18%	4.71%	6.51%	6.36%	8/31/23	0.08%	0.80	*	
idx:S&P Target Date 2025 TR USD	7.16%	4.63%	6.26%						
US Fund Target-Date 2025									
Vanguard Target Rtmt 2030 (Fund ID VTHRX)	8.44%	5.21%	7.06%	6.35%	8/31/23	0.08%	0.80	*	
idx:S&P Target Date 2030 TR USD	8.61%	5.21%	6.90%						
US Fund Target-Date 2030									
Vanguard Target Rtmt 2035 Inv (Fund ID VTTHX)	9.48%	5.72%	7.62%	7.14%	8/31/23	0.08%	0.80	*	
idx:S&P Target Date 2035 TR USD	10.09%	5.85%	7.54%						
US Fund Target-Date 2035									
Vanguard Target Rtmt 2040 (Fund ID VFORX)	10.62%	6.22%	8.13%	7.00%	8/31/23	0.08%	0.80	*	
idx:S&P Target Date 2040 TR USD	11.43%	6.36%	8.02%						
US Fund Target-Date 2040									
Vanguard Target Rtmt 2045 Inv (Fund ID VTIVX)	11.75%	6.76%	8.50%	7.78%	8/31/23	0.08%	0.80	*	
idx:S&P Target Date 2045 TR USD	12.36%	6.68%	8.32%						
US Fund Target-Date 2045									
Vanguard Target Rtmt 2050 (Fund ID VFIFX)	12.35%	6.89%	8.57%	7.28%	8/31/23	0.08%	0.80	*	
idx:S&P Target Date 2050 TR USD	12.77%	6.82%	8.53%						
US Fund Target-Date 2050									
Vanguard Target Rtmt 2055 Inv (Fund ID VFFVX)	12.33%	6.88%	8.55%	9.51%	8/31/23	0.08%	0.80	*	
idx:S&P Target Date 2055 TR USD	12.85%	6.87%	8.64%						
US Fund Target-Date 2055									
Vanguard Target Rtmt 2060 (Fund ID VTTSX)	12.33%	6.88%	8.55%	9.22%	8/31/23	0.08%	0.80	*	
idx:S&P Target Date 2060 TR USD	12.95%	6.89%	8.69%						
US Fund Target-Date 2060									
Vanguard Target Rtmt 2065 Inv (Fund ID VLXVX)	12.35%	6.88%		7.83%	8/31/23	0.08%	0.80	*	
idx:S&P Target Date 2065+ TR USD	12.95%	6.89%	8.69%						
US Fund Target-Date 2065+									
Vanguard Target Rtmt 2070 (Fund ID VSVNX)	12.34%			11.92%	8/31/23	0.08%	0.80		
idx:S&P Target Date 2065+ TR USD	12.95%	6.89%	8.69%						
US Fund Target-Date 2065+									
Vanguard Target Rtmt Inc Inv (Fund ID VTINX)	3.85%	3.16%	4.06%	4.71%	8/31/23	0.08%	0.80	*	
idx:S&P Target Date Retirement Income TR USD	4.74%	3.10%	3.97%						
US Fund Target-Date Retirement									

Katherine Shaw Bethea Hospital
Investment and Fee Notice

* Although restrictions may apply at the fund level, they may be waived for retirement plans under certain circumstances. Refer to your fund's prospectus for more information.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for an example showing the long-term effect of fees and expenses at http://www.dol.gov/ebsa/publications/401k_employee.html. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

Please visit <http://www.investmentterms.com> for a glossary of investment terms relevant to the investment options available under this plan. This glossary is intended to help you better understand your options.

Please visit <https://rec-files.epicrps.com/funds/> for additional information about each of the designated investment alternative. Please contact the Participant Service Center should you have any issue with accessing the information or if you would like a free printed copy of the investment information.

Katherine Shaw Bethea Hospital
Qualified Default Investment Alternative Notice

Right to direct investment/default investment. You have the right to direct the investment of all of your accounts under the Plan (your "directed accounts") in any of the investment choices explained in the investment information materials provided to you.

We encourage you to make an investment election to ensure that amounts in the Plan are invested in accordance with your long-term investment and retirement plans. However, **if you do not make an investment election**, then the amounts that you could have elected to invest will be invested in a default investment that the Plan officials have selected.

Description of default investment. The default investment(s) are listed below.

Name	Gross Annual Expense Ratio	As of
Vanguard Target Rtmt Inc Inv	0.08 %	08/31/2023
The investment seeks to provide current income and some capital appreciation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. Its indirect bond holdings are a diversified mix of short-, intermediate-, and long-term U.S. government, U.S. agency, and investment-grade U.S. corporate bonds; inflation-protected public obligations issued by the U.S. Treasury; mortgage-backed and asset-backed securities; and government, agency, corporate, and securitized investment-grade foreign bonds issued in currencies other than the U.S. dollar.		
Vanguard Target Rtmt 2020	0.08 %	08/31/2023
The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2020 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.		
Vanguard Target Rtmt 2025 Inv	0.08 %	08/31/2023
The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2025 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.		
Vanguard Target Rtmt 2030	0.08 %	08/31/2023
The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2030 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.		
Vanguard Target Rtmt 2035 Inv	0.08 %	08/31/2023
The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2035 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.		
Vanguard Target Rtmt 2040	0.08 %	08/31/2023
The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2040 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.		
Vanguard Target Rtmt 2045 Inv	0.08 %	08/31/2023
The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2045 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.		

Vanguard Target Rtmt 2050

0.08 %

08/31/2023

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2050 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard Target Rtmt 2055 Inv

0.08 %

08/31/2023

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2055 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard Target Rtmt 2060

0.08 %

08/31/2023

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2060 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard Target Rtmt 2065 Inv

0.08 %

08/31/2023

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2065 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard Target Rtmt 2070

0.08 %

08/31/2023

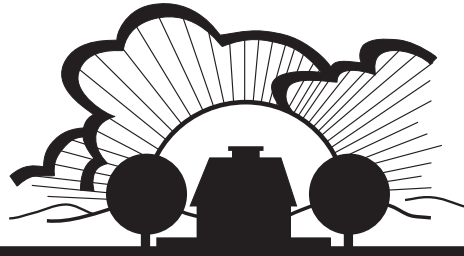
The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds (underlying funds) according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2070 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Right to alternative investment. If the Plan invests some or all of your accounts in the default investment, then you have the continuing right to direct the investment of your accounts ("directed accounts") in one or more of the other investment choices available to you as explained above. You may change your investments at any time.

This Notice contains only a brief description of the Plan's Default Investment and its fees and expenses. Please refer to the summary document for more detailed information.

Where to go for further investment information. To learn more about the Plan's investment alternatives and procedures for changing how your accounts are invested you can log onto the participant website or contact the Plan Administrator at:

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SECURING YOUR FUTURE

*Summary Plan
Description of the
Katherine Shaw
Bethea Hospital
Retirement Savings
Plan*

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INTRODUCTION

KSB's Retirement Savings Plan is designed to help you achieve financial independence for your leisure years. The compounding of tax-deferred savings dollars produces dramatic results, particularly in the later years. These benefits, along with Social Security, can provide a substantial retirement income.

The Retirement Savings Plan offers you:

- Before-Tax Advantages
- Optional After-Tax (Roth) Contributions with Tax-Free Distributions
- Tax-Deferred Investment Return
- KSB's Contributions
- An Employee Contribution Option
- Liberal Vesting (Ownership) of KSB's Basic Contributions
- Investment/Earnings Flexibility
- Hardship and Loan Cash Availability
- Flexible Options at Retirement

These advantages are explained in this Summary Plan Description in a question and answer format for your convenience. Please read it carefully and contact the Human Resources Department if you need further clarification or assistance.

We have tried to make the information presented easier to understand than the Plan documents that describe the program in complete detail. If in translating from legal language these pages say anything that disagrees with the Plan documents, the Plan Document will govern.

HOW THE RETIREMENT SAVINGS PLAN WORKS

You make contributions to the Plan with either before-tax payroll deductions or after-tax (Roth) payroll deductions. Before-tax deductions will reduce your taxes. Roth payroll deductions do not reduce your current taxes, but offer additional tax benefits at retirement. Katherine Shaw Bethea Hospital (KSB) will also contribute to the Plan for you with before-tax contributions. Both your contributions and contributions by KSB will be held in your account in a master custody account. The investment earnings of the master custody account will be added to your account. When you retire you can use the money for retirement income. In the event you need emergency cash while working, loans or withdrawals from your account are available. You can also take out the money in your account when you terminate employment, become disabled or reach age 59 1/2. If you die, the money will be paid to your beneficiaries.

The main purpose of the Plan is to help you save money for retirement. A future of financial security won't just happen. You must plan for it...save for it...invest for it.

Even after a lifetime of work, some 85 to 95 % of Americans do not achieve financial security. They fail because they have no goals, no plans for the future. Others fail because they don't know how much money they'll need during retirement. They need a target income goal and a plan to provide that income.

KSB's benefit plan is designed to protect you from economic hardship and help you develop the skills necessary to achieve financial independence.

The *Retirement Savings Plan* (RSP) will help you develop your own financial plan with help from KSB. At the same time you will benefit from the tax advantages of the Plan.

ELIGIBILITY

When can I participate in the Plan?

You are eligible to begin contributing a portion of your pay to RSP beginning with the first pay date of the month following the date you have completed 30 days of employment. (See "How do I enroll?" on page 5 for detailed information.)

You are eligible to receive Employer Matching Contributions as of the first day of the payroll cycle following attainment of One Year of Service, if you worked 1,000 hours in your initial 12 months. Thereafter, the calendar year is used to determine eligibility.

You are eligible to receive Employer Basic Contributions if you have completed One Year of Service and worked 1,000 hours in the current year and are employed as of the last day of the last pay period of the year.

ENROLLMENT

How do I enroll?

Upon hire, you are automatically enrolled in RSP on the first day of the month following the date you have completed 30 days of employment with a before-tax contribution of 3% of pay. If you do not wish to contribute to RSP or wish to contribute at a different rate, you must complete an enrollment form to make the change.

Can I change my contribution election?

Yes. You can increase or decrease your savings contribution at any time.

How much can I contribute?

You can save up to 92 percent of your annual earnings with a maximum of \$22,500 for 2023. This maximum dollar amount may be increased by government regulations in future years to make up for inflation. If you have reached age 50 by the end of the year and have made the maximum allowable deferral, you can contribute an additional “catch-up” amount. For 2023, the maximum “catch-up” contribution is \$7,500. The maximum “catch-up” contribution may be increased by government regulation to keep pace with inflation.

Do my earnings include overtime and bonuses?

Yes. Contributions are based on total earnings. However, the maximum eligible annual earnings for Plan contributions are currently limited by government regulations to \$330,000 for 2023. This maximum may be increased in future years to make up for inflation.

How do my pre-tax Savings Deferral Contributions affect my taxes?

Your traditional pre-tax Savings Deferral Contributions will not be reported as taxable income on your W-2 form, so your income taxes will be less. However, Social Security taxes apply to contributions to both qualified (RSP) and non-qualified plans.

How do my Roth Savings Deferral Contributions affect my taxes?

Roth Savings Deferral Contributions are after-tax contributions and do not affect your current income or Social Security taxes. However, if you meet certain government requirements, your Roth Savings Deferral Contributions and all earnings on those contributions can be withdrawn income tax free at retirement. Current government regulations concerning tax-free distributions of Roth contributions and earnings at retirement require that you are at least age 59 1/2 at the time of distribution and that you made your first Roth contribution at least five years prior.

What happens if I terminate my employment and am later rehired by KSB? When will I be eligible?

If you had satisfied the Eligibility Requirement before you terminated employment, you will become a participant immediately on the date you are rehired. If you had not yet satisfied the Eligibility Requirement at the time you terminated employment, you must complete the 30 day Eligibility Requirement upon rehire. Any days worked toward this 30 day Eligibility Requirement during previous employment would be applied toward meeting the requirement.

KSB'S CONTRIBUTIONS

How much will KSB contribute?

KSB, with the approval of its Board of Directors, may make a basic contribution for all participants who have completed one year of service and have worked 1,000 hours in the current plan year and are employed by KSB as of the last day of the last pay period of the year. This basic contribution is a discretionary contribution which may be made at the sole discretion of KSB and, with 30 days' notice to employees, may be changed or discontinued for any Plan year. When made, this basic contribution is made after the end of the Plan year, and in the past, the contribution has been equal to 2.5% of total earnings for such eligible employees. The contribution maximum is based on the basic contribution percentage and the maximum allowable compensation as determined annually by the IRS. (For example, the maximum contribution for 2023 with a 2.5% contribution level for a participant making \$330,000 or more would be \$8,250) If you qualify for a basic contribution, you will receive the contribution whether you make any Savings Deferral Contributions (traditional pre-tax or Roth contributions)

In addition to any KSB basic contribution, KSB may make a matching contribution as determined by its Board of Directors. In the past, KSB has matched your personal contributions by contributing 50 cents for each dollar you save for the first 5% of pay you defer. The maximum additional matching contribution by KSB has been 2.5% of your total eligible earnings in the past. (For 2023, a 2.5% matching contribution for a participant making \$330,000 or more would be \$8,250.) As with the basic contribution, the IRS sets the maximum amount of eligible compensation each year. If you are eligible to receive any matching contributions, you will receive contributions whether you are making traditional pre-tax Savings Deferral Contributions or Roth Savings Deferral Contributions. All KSB matching contributions are pre-tax contributions.

Can the Plan contributions be changed?

Yes. KSB's Board of Directors will determine the amount of the basic and matching contributions. These contributions can be changed by the Board at any time, but you will be given at least 30 days of advance notice of any change to KSB contributions.

How will I know how much has been contributed?

You'll receive quarterly statements. The statements show how much you have contributed, how much KSB has contributed and your investment earnings for the quarter.

How do KSB contributions affect my taxes?

All KSB contributions are pre-tax contributions, so you do not pay taxes on these contributions until they are withdrawn in the form of a cash payment.

Can KSB's contributions to the Plan be terminated?

Yes. KSB has the right to stop making basic and matching contributions to the Plan. However, the government requires that its intent must be permanent in nature. None of the money already contributed to the Plan can ever be returned to KSB.

Are there any events that could cause me to lose or receive reduced benefits?

Yes, there are a number of circumstances that could result in the reduction, loss or postponement of benefits under the Plan or the failure to qualify for benefits. These are:

- If you fail to qualify for participation by not meeting the service requirements described in the sections on “Eligibility” and “Enrollment.”
- If you elect not to participate in the Plan.
- If you fail to complete 1,000 hours or to be employed as of the last pay period of the year, which will keep you from sharing in the basic contribution for that year.
- Depending upon the investment selection you make, there may be losses in the value of the investments allocated in your account in the Plan.
- If you terminate employment with KSB before completing six years of service.

INVESTMENT SELECTION

Where will the money be invested?

The money will be invested in mutual funds. You'll have the option to diversify your investments in a number of different types of funds, i.e., a money market fund, bond funds, stock funds, target date retirement funds, etc. If you fail to make an investment election, KSB will place your investments into a Qualified Default Investment Option which is currently one of the age-appropriate Vanguard Target Retirement Funds.

You can make your own selection of investments from the 24 funds available. Twelve of the available funds are Vanguard Target Retirement Funds that are broadly diversified funds that gradually and automatically shift to a more conservative investment allocation as you get closer to retirement age. The other funds include a variety of money market, bond and stock funds.

You may request further information on these investment options from the Human Resources Department.

Can I change my investment selection?

Yes. Changes may be made up to three times per calendar quarter. You can change your selection via the Plan's website on the Internet or by calling the record keeper's (Midland States Bank/Retirement Direct) toll-free number.

Can I transfer money between funds?

Yes. You may transfer money between funds up to three times per calendar quarter.

Is there any risk in these investments?

Yes. All investments involve risk. Identifying the historical impact of the risks of inflation, market volatility and capital loss is helpful in evaluating investment risk characteristics. You will minimize your investment risk by understanding your financial goals, your risk tolerance and the investment's objectives and by diversifying your investments over time.

INDIVIDUALLY DIRECTED ACCOUNTS

Can I select investments other than those provided in RSP?

Yes, by opening an Individually Directed Account through RSP with Charles Schwab & Company, a participant may choose other mutual fund options for his/her RSP investments. Additional fees apply in using an Individually Directed Account within RSP and, as required of all RSP investments, investments are restricted to mutual funds. Contact a Human Resources Department representative for information on opening an Individually Directed Account within RSP.

VESTING

When will I be vested in my Retirement Savings Plan money?

You own 100 % of your savings contributions, KSB's matching contributions and any investment earnings on these contributions. This means that you cannot forfeit or lose your right to the money regardless of what happens.

You have ownership based on years of service for KSB basic contributions, with 100% ownership after six years of vesting service, beginning with your date of hire. Each year of vesting service requires a minimum of 1,000 hours worked in the calendar year.

Years of Service	Vesting
Under 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

You'll also become 100% vested regardless of your service if you die, become totally disabled or on your 65th birthday.

What happens if I leave KSB and then later return to work?

If you were vested when you left, you will retain credit for your prior service.

If you were not vested at all, your vesting service will depend on how long you were gone.

Less than five years

You'll retain credit for your prior service. You'll not get credit, though, for the service while you were gone.

Five years or more

You will lose credit for your prior service if you're gone as long as, or longer than, your prior period of employment. You will retain credit for your prior service if you are gone less than your prior period of employment.

WITHDRAWALS

When can I take my money out?

Money may be withdrawn only in the following situations:

- Hardship withdrawals
- Termination of employment
- Death
- Retirement
- Disability
- Any time after age 59 1/2

What happens if I terminate employment and I am not 100% vested?

You will receive all of your contributions, KSB's matching contributions and investment earnings on those contributions.

For example, you quit during your third year of employment. If you had \$1,600 in your employer basic account, \$2,500 in your employer matching account and \$5,000 in your savings deferral account, you'd receive \$7,820 as follows:

	Account Balance	Vesting	Vested Balance
Employer Basic	\$1,600	20%	\$ 320
Employer Matching	2,500	100%	2,500
Your Savings Deferral Account	5,000	100%	5,000
	Total Vested Balance		\$ 7,820

How will the money be paid to me when I take it out?

Withdrawals will be paid to you in a lump sum. If you are under age 55 and don't have the money transferred to a rollover IRA or another qualified plan, you will owe income tax, plus a 10% penalty on the money paid to you. The 10% penalty does not apply to withdrawals due to death or disability. Withdrawals of Roth Savings Deferral Contributions prior to age 59 1/2 are generally tax-free, but subject to a 10% penalty. Withdrawals of Roth earnings before meeting the age 59 1/2 and/or the five-year holding period generally will result in income taxes being due plus possibly a 10% penalty.

A 20% income tax withholding is required by the government on any distribution from the Plan unless the money is transferred directly to another retirement plan or a rollover IRA. A \$60 fee will be deducted from the payment amount for each check issued for a distribution.

When will I receive my money?

Within seven to 14 business days after the Plan Administrator receives your request for a withdrawal.

When can I take a hardship withdrawal?

You can take a hardship withdrawal for:

- Uninsured medical expenses
- Purchase of your home
- Payment of college tuition for a member of your family
- To prevent eviction from your home or foreclosure of your mortgage
- Burial or funeral expenses for immediate family.
- Casualty loss expenses to principal residence.
- Expenses and losses due to a disaster.

QUALIFIED DOMESTIC RELATIONS ORDER

A determination of hardship will be made by the Plan Administrator in a uniform, nondiscriminatory manner on the basis of sufficient evidence.

How much can I take out in a hardship withdrawal?

Hardship withdrawals are limited to the lesser of:

The total savings deferrals that you have contributed to the Plan (not including the investment earnings on these savings deferrals) or the amount of money that you need for your hardship.

Are there any penalties on hardship withdrawals?

Yes. You will have to pay taxes on the withdrawal. Plus, in most cases there will be an additional 10% early withdrawal penalty.

Can my account be garnished by creditors or attached by my former spouse?

Generally, contributions by you or by KSB for your retirement are not subject to alienation. This means they cannot be sold, used as collateral for a loan, given away or otherwise transferred. They are not subject to the claims by your creditors. However, they may be subject to claims under a Qualified Domestic Relations Order (QDRO).

The Plan Administrator is required by law to recognize obligations for you incurred as a result of court-ordered child support or alimony payments. The Plan Administrator must honor a "Qualified Domestic Relations Order," which is defined as a decree or order issued by a court that obligates you to pay child support or alimony or otherwise allocates a portion of your assets in the Plan to your spouse, child or other dependent. If a QDRO is received by the Plan Administrator, all or a portion of your benefits may be used to satisfy the obligation. It is the Plan Administrator's responsibility to determine the validity of a QDRO. You can obtain, without charge, a copy of the procedures for making this determination from the Plan Administrator.

LOANS

Can I borrow money from the Retirement Savings Plan?

Yes. You may borrow money from the Retirement Savings Plan.

Are there any limits on the amount I can borrow?

Yes. The maximum loan is the lesser of 50% of your vested account balance or \$50,000. The minimum loan is \$1,000. You may not have more than one loan outstanding at any time. Your account will be charged \$75 to initiate a loan. You will also be charged a \$75 renewal fee for each year the loan remains outstanding.

How do I get a loan approved?

Loan applications shall be completed online or with the assistance of the Human Resources Department. A loan will be approved if the loan and application comply with the limits above and the terms of the loan policy.

What interest rate will be charged for loans?

Each loan will bear interest at the current prime rate, as stated in *The Wall Street Journal*, plus 1%. Both the interest rate and amount of payments are fixed at the time the loan is made. The amount that you owe on the loan will no longer be invested so you will not be credited with investment earnings on that portion of your account. The interest that you pay on the loan, however, will be credited directly to your account.

When will I receive the money?

Loans can usually be processed in two weeks once approval has been given.

When do I have to repay the loan?

Loans must be repaid within five years. Home loans are to be repaid within 15 years. Loans are repaid through payroll deductions.

What happens if I terminate employment before the loan is repaid?

Within 90 days of termination of employment, you will be required to repay any outstanding loan balance in full. If the loan balance is not repaid within the specified time period, the loan will be considered to be in default, and the outstanding balance will be treated as a distribution from your account. You will be responsible for taxes and, if you are under age 55, you will be responsible for an early withdrawal penalty as well. If you request a withdrawal of your account, you will be responsible for taxes due on the outstanding loan amount as well as any penalties that may apply if you are under age 55.

IN-PLAN ROTH ROLLOVERS

Can I convert any of my RSP pre-tax account funds to Roth account funds?

Yes. You can convert any vested pre-tax amounts in your RSP account to a designated Roth account by completing an In-Plan Roth Rollover form. Vested pre-tax funds, including your contributions and KSB match contributions and basic contributions, rolled over to a designated Roth account will be treated as a taxable distribution in the year of your Roth rollover. You will be responsible for paying the income tax on the In-Plan Roth Rollover. No funds will be withheld from your RSP account for income tax purposes.

No funds are actually taken out of your RSP account. The designation of funds rolled over is simply change to indicate that these funds now receive treatment as a designated Roth rollover account. Once your funds have been converted to the Roth Rollover account, they cannot be reconverted to pre-tax funds.

DISTRIBUTION OPTIONS

When I terminate employment or retire, what options do I have for my Retirement Savings Plan Account?

There are several options you can choose when you retire or terminate your employment with KSB.

You can transfer your money into a rollover IRA through a mutual fund company, bank, insurance company or stock broker. The funds must be transferred directly into the new account (a custodian transfer) in order to avoid possible taxes and early withdrawal penalties if you are under age 59 1/2 and do not meet the exception requirements.

If you start another job, your new employer may have a qualified retirement plan. Ask if this plan allows rollovers from other qualified plans.

If your vested account balance is \$1,000 or less, KSB will distribute your account balance to you after providing 30 days' notice. If the amount of the distribution is between \$1,000 and \$5,000 and you do not elect either to receive or roll over your distribution, then your distribution will be rolled over to a Charles Schwab IRA after 30 days' notice.

If your vested account balance is \$5,000 or more, you may elect to defer payment of your distribution. However, it may be deferred no later than April 1 of the calendar year after the year in which you reach age 72. You will continue to participate in investment gains and losses on the fund(s) in which you are investing.

What happens if I don't retire at age 65 or 70?

Your benefits continue the same as any other active employee. Because of important tax issues, we suggest you contact your tax advisor before making a decision on any distributions.

DISABILITY BENEFITS

What happens if I become disabled?

Should you become permanently disabled while you are a participant in the Plan, you will become 100% vested in your account balance. "Disability" means a medically determinable physical or mental impairment which may be expected to result in death or to last at least one year and which renders you incapable of performing your duties with KSB. A determination of disability will be made by the Plan Administrator in a uniform, nondiscriminatory manner on the basis of medical evidence. If it is determined that you are disabled, payments from your Retirement Savings Plan may begin as soon as practicable, following the determination of disability.

DEATH BENEFITS

What happens if I die?

Your total account balance (including all investment earnings) will be paid to your beneficiary after any outstanding loan balances are subtracted.

How do I choose my beneficiary?

You must complete a Designation of Beneficiary Form. If you are married and you do not name your spouse as beneficiary, your spouse must give his or her written, notarized consent.

How will the money be paid to my beneficiary?

Your beneficiary will be paid in a lump sum.

TAX ADVANTAGES

Are Saving Deferral contributions subject to federal or state taxes?

You do not pay income taxes on your traditional pre-tax Savings Deferral Contributions until the money is withdrawn. The W-2 Form that you will receive while making pre-tax contributions will show your taxable earnings as the amount paid to you after the Savings Deferral Contributions are deducted.

You do pay income taxes on your after-tax Roth Savings Deferral Contributions. The W-2 Form that you receive while making Roth contributions will include these contributions as part of the amount that you were paid. Roth contributions and earnings receive tax advantages at the time of withdrawal provided you meet government requirements for tax-free withdrawals of Roth accounts.

Are KSB contributions subject to federal or state taxes?

KSB contributions are treated the same as traditional pre-tax Savings Deferral Contributions. You do not pay income taxes until the money is taken out of the Plan in a cash distribution

What about Social Security taxes?

You have to pay Social Security taxes on Savings Deferral contributions. The taxes will be automatically withheld from your paycheck. KSB contributions are not subject to Social Security taxes.

Do I pay taxes on investment earnings?

Federal and state taxes on investment earnings are not paid while the money remains in the Plan. On your pre-tax and KSB's contributions, taxes are paid when you take the money out of the Plan. On Roth contributions, no taxes are paid on your contributions; earnings will not be taxed if you meet government regulations that require withdrawals not be taken until after age 59 1/2 and at least five years after the Roth account was opened. Withdrawing money before meeting these requirements may result in taxation of earnings on Roth contributions.

How will I be taxed when I take out the money?

You will have to pay income taxes on pre-tax and KSB contributions when you take the money out of the Plan. However, you may be in a lower tax bracket if you withdraw money at retirement. Your Roth contributions and earnings may be tax-free at time of withdrawal if you meet government requirements.

INDIVIDUAL RETIREMENT ACCOUNTS

What are the advantages of the Plan over a traditional Individual Retirement Account?

The advantages are:

- Your contributions to an IRA are limited to \$6,000; \$7,000 if you are age 50 or older.
- You cannot borrow money from an IRA.
- KSB shares in the expense of administering the Plan.
- KSB is making contributions to the Plan.

Can I have an IRA and contribute to the Plan?

Yes, but you may not be able to deduct IRA contributions if you are a participant in this Plan. The IRA deductions start to phase out if your income is above certain levels. For 2023, the phase out for single taxpayers is at income levels of \$73,000 to \$83,000. For married taxpayers filing joint tax returns, the phase out is at income levels of \$116,000 to \$136,000. Phase out levels can be adjusted annually by the IRS for inflation.

Can I have a Roth IRA and contribute to the Plan?

Since Roth IRA contributions are after-tax contributions, you receive no deduction for making Roth IRA contributions. Generally, you can have a Roth IRA and make contributions to the Plan. Roth IRA contributions are phased out, however, for taxpayers filing a joint return with income of \$218,000 to \$228,000 for 2023. For individual taxpayers, Roth IRA contributions are phased out for income levels of \$138,000 to \$153,000 for 2023.

EXAMPLE OF TAX SAVINGS

This is how your taxes would be reduced on traditional pre-tax Savings Deferral contributions to the Plan.

	Without Savings Deferral	With Savings Deferral
Annual Income	\$ 20,000	\$ 20,000
Savings	-0-	1,000
Taxable Income	\$ 20,000	\$ 19,000
Taxes (Assume 20%)	<u>-4,000</u>	<u>-3,800</u>
Spendable Income	<u>\$ 16,000</u>	<u>\$ 15,200</u>
Tax Savings	-0-	\$ 200

EXAMPLES OF SAVINGS

These computations were done to show the different savings accumulations for two employees. Employee A has no voluntary savings deferrals. Employee B has \$1,000 per year of voluntary savings deferrals. (These contributions assume annual income of \$20,000 for both Employee A and Employee B.)

KSB's basic contributions for Employees A and B were \$500 per year. The KSB matching contributions for Employee B were \$500 per year.

Employee A

Your Contribution	\$ 0
KSB Contribution	\$ 500

Employee B

Your Contribution	\$1,000
KSB Basic and Matching Contributions	\$1,000

EXAMPLES OF SAVINGS ACCUMULATIONS

Compound investment rates of return at 8% and 10% were used to illustrate the significant difference a tax-deferred savings contribution and a 2% variance in investment return can make in a Retirement Savings Plan.

	8%		10%	
	A	B	A	B
5 Years				
Employee Contribution	\$ 0	\$ 5,900	\$ 0	\$ 6,100
KSB Contribution	2,900	5,900	3,000	6,100
Total	\$ 2,900	\$ 11,800	\$ 3,000	\$ 12,200
10 Years				
Employee Contribution	\$ 0	\$ 14,500	\$ 0	\$ 15,900
KSB Contribution	7,200	14,500	8,000	15,900
Total	\$ 7,200	\$ 29,000	\$ 8,000	\$ 31,800
20 Years				
Employee Contribution	\$ 0	\$ 45,800	\$ 0	\$ 57,300
KSB Contribution	22,900	45,800	28,600	57,300
Total	\$ 22,900	\$ 91,600	\$ 28,600	\$ 114,600

Note: Figures are rounded.

CLAIM PROCEDURES

When you're ready to claim your benefits under the Plan, contact the Human Resources Department for the proper forms. The Plan Administrator will respond as soon as possible, but always within 90 days. If for any reason your claim for benefits is denied, the following procedures will apply:

- The Plan Administrator will tell you, in writing, the reasons for the denial, including references to specific Plan provisions. An example of a reason for denying your claim would be if you requested a hardship withdrawal while you were still working and you were under age 59 1/2 and had not maximized the use of loans available to you. You will also receive a description of any additional information needed to consider the claim and a description of the claim procedure.
- You or your duly authorized representative are entitled to request, in writing, a review of the claim. This request must be made within 60 days of denial. You or your duly authorized representative may also review documents relating to the denial and submit issues and comments in writing on circumstances that could modify or change the denial.
- The Plan Administrator will provide a final written decision on a claim review within 60 days. You will be provided with specific reasons and references for the decision. The 60-day period may be extended if there are special circumstances.
- If the Plan Administrator does not reply to your initial claim for benefits within 90 days, the above procedures will apply as if the claim had been denied.

ERISA RIGHTS

As a participant in KSB's Retirement Savings Plan you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan participants shall be entitled to:

Receive information about Your Plan and Benefits

- Examine, without charge, at the Plan Administrator's office, all documents governing the Plan and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Pension and Welfare Benefit Administration.
- Obtain copies of documents governing the operation of the Plan, including copies of the latest annual report (Form 5500 Series) and updated summary plan description, upon written request to the Plan Administrator. The Administrator may make a reasonable charge for the copies.
- Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant a copy of this summary annual report.
- Obtain a statement telling you whether you have a right to receive a benefit at normal retirement age (age 65) and, if so, what your benefit would be at normal retirement age if you stop working under the Plan now. If you do not have a right to a benefit, the statement will tell you how many more years you have to work to get a benefit. This statement must be in writing and is not required to be given more than once every twelve (12) months. The statement must be provided free of charge.

Prudent Actions by Plan Fiduciaries—in addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your Plan (called “fiduciaries” of the Plan) have a duty to do so prudently and in the interest of you and other participants and beneficiaries. No one, including your employer, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a benefit or exercising your rights under ERISA.

Enforce Your Rights—if your claim for a benefit is denied in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Administrator. If you have a claim for benefits denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan’s decision or lack thereof concerning the qualified status of a domestic relations order or medical child support order, you may file suit in federal court. If it should happen that Plan fiduciaries misuse the Plan’s money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees (for example, if it finds your claim to be frivolous).

GENERAL INFORMATION

Assistance with Your Questions—if you have any questions about your Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Administrator, you should contact the nearest Area Office of the U.S. Labor-Management Services Administration, Department of Labor, or the Division of Technical Assistance and Inquiries, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Pension and Welfare Benefits Administration.

Plan Sponsor	Katherine Shaw Bethea Hospital 403 E. First Street Dixon, IL 61021
Employer Identification Number	36-1000540
Plan Number	002
Plan Year	January 1 to December 31
Type of Plan.....	403(b)(7) Custodial Arrangement With Employer Contributions
Plan Administrator	Katherine Shaw Bethea Hospital
Agent for Service of Legal Process.....	Katherine Shaw Bethea Hospital
Attention	Vice-President/Chief People Officer
Plan Custodian	Midland Financial Strategies – a Division of Midland States Bank
Pension Benefit Guaranty Corporation	This Plan is not covered by the PBGC because it is a Defined Contribution Plan and is always fully funded.

Katherine Shaw Bethea Hospital

Electronic Statements Disclosure

As a participant in the Plan, you are entitled to receive a benefit statement on a periodic basis. These benefit statements will be provided to you electronically through the participant website.

The benefit statement includes important information regarding the Plan, including:

- Your total account balance under the Plan
- Your vested interest in your account balance
- The value of any investment options in which assets of your account are invested
- If you have the right to direct the investment of your account, information regarding (i) any restrictions on those rights, (ii) the importance of diversifying your investments, and (iii) the availability of investment information provided by the Department of Labor on its website.

The information required to be included in your benefit statement is available continuously through a secure website maintained by the Plan's third party service provider.

To access that information, log on to your participant website. Once you are logged in, your most recent benefit statement can be viewed. If you provide a valid email address, you will be notified by email each time a new benefit statement has been posted to the website.

If you would prefer to receive a paper copy of your benefit statement, please contact the Participant Service Center. The paper copy will be provided to you free of charge.

