Take charge of your financial future

Freeman Health System Retirement Plans

Plan highlights and enrollment information

FREEMAN Health System

3417286

It's easy to enroll!

Follow these steps and you're on your way to becoming ready for retirement.

Decide to save

Make the decision today to enroll in the plans. You'll benefit from tax-deferred account growth and additional Freeman Health matching contributions once you qualify.

Decide how much to save

Select the percentage of your salary you'd like to contribute to your retirement plans. You may want to contribute at least enough to get the Freeman Health matching contribution (once you qualify). Remember, you can change your contribution amount at any time as you refine your retirement savings strategy. The contribution planning and retirement planning tools at LincolnFinancial.com/Retirement can help you determine how much to save to reach your retirement savings goals.

Decide where to invest

When choosing your investments, think about your savings goal (how much you want to save), your comfort level with risk (risk profile), and the amount of time you have from now until retirement). Also, decide whether to choose your own investment mix, pick an asset allocation portfolio, or get investment advice to help you choose a portfolio. You'll find much more detail about investments, determining your risk profile, and creating an investment strategy online at LincolnFinancial.com./Retirement.

At this point, you're making initial investment choices to get started. After you enroll, you can change your investment choices for future contributions and exchange your existing account balance among options at any time either online or over the phone.

How to enroll

Enroll online

Establish a secure Lincoln retirement account

- Go to **LincolnFinancial.com/Retirement** and select **Register**.
- Select **Individual** and **Retirement Account**.
- You'll be prompted to enter some information and then answer a series of identity verification questions. Select **Next** to go to the Login Information screen.
- At the Login information and Confirm screen select **Log In**. Choose your username and password to access your account.
- Review the security profile setup instructions and click **Continue**. Select your personalized security image and phrase. Next, select three security questions and provide answers. You'll then be directed to your Lincoln website home page, where you'll have the option to elect additional security measures.
- Click **Enroll Now** next to your plan type. If you're eligible for more than one plan type, you'll enroll in each one separately.
- Click **Start Enrolling** to establish your account(s).

About Me

Confirm or update your information

Check to make sure the information reflected in this section is accurate. Add or update to your email address and phone number. For other changes, contact your Human Resources representative. You may continue with the online enrollment process and contact your HR department when you finish.

Designate your beneficiary(ies)

To designate your beneficiary(ies), enter the name(s), address(es), and date(s) of birth. Based on federal law, if you're married and you name a primary beneficiary other than your spouse, you must complete the Spousal Waiver Form provided to you during the enrollment process.

Communication preferences

Elect convenient electronic statements posted to your account each quarter, as well as eDelivery notification of prospectuses and shareholder documents. Simply check the box next to a communication that you'd like to receive electronically. At any time, you can change a delivery preference or request a paper document by calling the Customer Contact Center at 800-234-3500.

My 403(b) contributions

Determine how much you'll contribute to your 403(b) retirement account each pay period. The type(s) of contributions you may make to your plan are reflected in this section.

My investment options

Taken step-by-step, investing doesn't need to be intimidating. Your plans offer the following ways to choose investments.

Asset allocation models

Asset allocation portfolios are designed for hypothetical individuals with different retirement ages and risk profiles. In applying a particular asset allocation model to your situation, you should consider other assets, income, and investments in addition to your interests in the Plans.

Your own investments

Build and manage a customized portfolio from a variety of widely recognized investment options. The array of funds, along with automatic rebalancing, allows you to develop a unique, well-diversified investment portfolio to help you reach your retirement goals. You may also select an SDBA for an annual fee plus applicable transaction charges. For more information about the SDBA option, call the Customer Contact Center at 800-234-3500.

Find additional information about your plans' investment options by reading your enrollment materials, contacting your Pension Consultants Representative, or calling the Customer Contact Center at 800-234-3500.

Summary

Review the information you've provided during the enrollment process, make any changes you may have, then click **Complete Enrollment** — and you're enrolled. You'll receive a congratulations screen that serves as your confirmation. At any time, you can update your personal information, increase or decrease your contributions, reallocate your assets, or change your investment elections at LincolnFinancial.com/Retirement.

Enroll by phone

If you need assistance during the call, simply say "customer service" or press "0."

1. Call 800-234-3500.
2. Say or enter your Social Security number.
3. Choose a method for secure identification — voice authentication or touch-tone service.

   To enroll using voice authentication — a fast and secure way to access your account — say "enroll my voice."

   Or, say or enter your PIN (the last four digits of your Social Security number). You will then be prompted to choose and confirm a new PIN.
4. Specify how much you want to contribute from each paycheck.
5. Select your investments.
6. To designate your beneficiary or select a model, press "0" to speak with a customer service representative.
7. Review and confirm your choices.

Get ready for retirement!

The Freeman Health System Retirement Plans ("the Plans") are a great way to help you get ready for retirement. Whether you're nearing retirement age or have decades to go, you can benefit from participating in the Plans. In fact, the younger you are, the greater your potential benefit because of the Plans' powerful features.

Participating in the Plans is easy, convenient, and offers tax advantages that benefit you both now and later. Since saving for retirement is up to you, it makes sense to learn more about how the Plans can help you save.

This guide shows you why it's important to save, why it's important to participate now, and how easy it is to get started on your way to a more financially secure future.

Accessing your account

You can access your account at any time online at LincolnFinancial.com/Retirement.

For personal assistance, please contact Pension Consultants, Inc. at 417-347-1008.

Transfer existing retirement assets

You may transfer existing retirement assets from a previous employer to the Plans. Check with your former plan provider to determine if there are expenses associated with this transaction.

FREEMAN® Health System

Why it's important to save

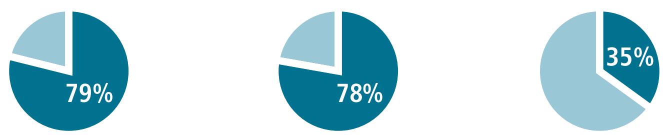
Prepare for a retirement you'll enjoy.

Retirement readiness is a personal journey, not an endpoint. Your personal financial situation is unique. As you get closer to retirement you'll get more specific about your personal retirement financial needs and risks. For now, preparing to replace 85% or more of your working income during retirement may be a smart step toward retirement readiness. Freeman Health System wants to help you maximize the workplace benefits and resources available to help you prepare for a secure and enjoyable retirement.

Social Security may not help as much as you think.

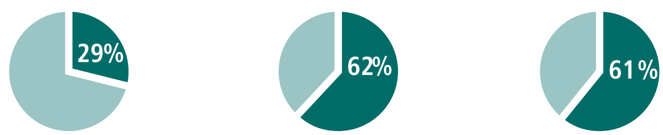
Fewer workers today expect Social Security benefits to provide significant retirement income. It's estimated that close to half of your future retirement income will come from your own savings, supplemented by Social Security benefits and any pension benefits you may receive. That means that your savings must make up any gap in retirement income. Depending on how much you accumulate during your working years, you may need to delay retirement or continue working after retirement to ensure you have enough income to last through your retirement years.

Among current workers



79% expect to work for pay after they retire from their full-time careers	78% expect their employer-sponsored retirement plan to be a source of retirement income	35% expect Social Security to be a major source of retirement income

Among current retirees



29% took paying jobs after they retired from their full-time careers	62% have income from traditional pensions or cash balance plans	61% rely on Social Security as a major source of retirement income

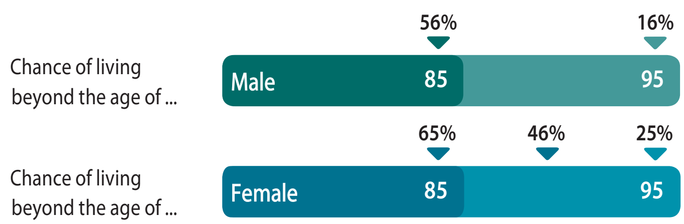
Source: Employee Benefit Research Institute, "The 2017 Retirement Confidence Survey," March 2017.

Your retirement may last 20 or 30 years.

If you retire in your sixties, you could be retired for 20 or 30 years. Increased longevity means that you'll need to save even more to be sure you'll have retirement income you won't outlive. Even if it's a little at a time, you can begin to build the future you deserve today.

You'll want your savings to last as long as your retirement

Once you reach 65, the odds of turning 85 may be greater than you think …



Source: Society of Actuaries, Longevity Illustrator, 2017.

How the Plans help you save

It's easy and convenient.

Your contributions are made automatically via payroll deduction, so you don't have to think about making a contribution every month.

Freeman Health makes a matching contribution.

As an additional benefit, and to encourage you to enroll in the Plans and save for your future, Freeman Health makes a matching contribution on your behalf.

Once you meet the eligibility requirement, Freeman Health will match up to 3% of your salary deferral contributions. That's like getting an immediate return on your investment. Consider contributing at least enough to receive the full matching contribution. If you don't, it's like passing up free money.

You'll find details about the Freeman Health matching contribution under Plan Highlights on the this page and the next.

You have a choice of pretax or Roth contributions.

You have the choice of making pretax contributions, after-tax Roth contributions, or a combination of the two. The Roth vs. Traditional 401(k) or 403(b) Calculator at https://www.lfg.com/public/calculatorsandtools can help you decide which contribution type may be right for you. Whether or not Roth is right for you depends greatly on your tax situation after retiring. For example, the table below shows the hypothetical after-tax value in a retirement account with pretax or Roth 403(b) contributions.

Hypothetical after-tax account value after 30 years

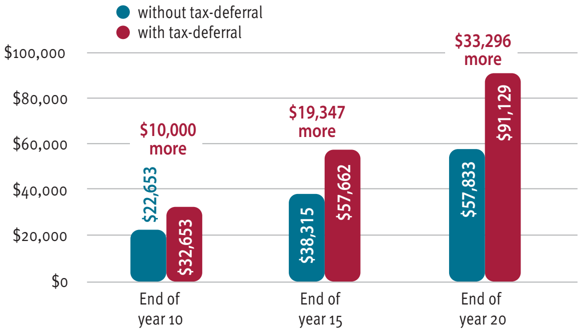
	Pretax contributions	Roth contributions	Notes
No change to effective income tax rate	$243,030	$243,030	Savings would be equal
Tax rate in retirement drops 3%	$251,815	$243,030	Pretax contributions would result in $8,785 more than Roth contributions
Tax rate in retirement rises 3%	$234,246	$243,030	Roth contributions would result in $8,784 more than pretax contributions

This hypothetical example assumes a participant with a current effective income tax rate of 17% makes biweekly contributions that total an annual amount of $3,000 pretax or an equivalent $2,490 after tax and that those contributions earn a 7% annual rate of return. The assumptions behind the value of the pretax 403(b) contributions include a lump-sum distribution at the end of 30 years, less taxes on the whole amount at the rates indicated, with no early withdrawal penalties. The assumptions behind the value of the after-tax Roth 403(b) contributions include a lump-sum qualified distribution not subject to taxes at the end of 30 years. Any applicable state and local taxes, fees, and expenses are not taken into account with either example; if they were, the results would be lower. This is a hypothetical example and does not represent the performance of any specific investment. The example assumes that neither contribution affects any other tax benefit, such as those dependent on adjusted gross income.

You benefit from tax-deferral.

Tax-deferral is a powerful advantage. Because earnings on your contributions grow and compound tax-free, your account has the ability to grow faster than in a savings account that taxes investment earnings every year.

The power of tax-deferral



This is a hypothetical example. It is not indicative of any product or performance and does not reflect any expense associated with investing. It assumes $200 monthly contributions, 6% interest, and a 25% tax bracket. The assumed rate of return is not guaranteed. Any applicable taxes due upon withdrawal (including a 10% tax for amounts withdrawn prior to age 59 ½) will reduce the results shown. The type of account determines what, if any, taxes are due. Changes in tax rates and tax treatment of investment earnings may impact the comparative results. You should consider your personal investment horizon and income tax bracket, both current and anticipated, when making an investment decision as these may further impact the results of the comparison. Actual investment results will fluctuate with market conditions, so that the amount withdrawn may be worth more or less than the original amount invested. It is possible to lose money investing in securities.

Plan highlights

These highlights are a brief overview of the features of the Freeman Employee Savings Plan and the Freeman Retirement Plan and shouldn't be considered legally binding. Consult the Plans' Summary Plan Description for details. Contact your Human Resources department if you have further questions.

Eligibility

You're eligible to participate in the Plans the first pay period immediately following your date of hire.

These employees are excluded from participating in the Plans:

- Non-common law employees
- Leased employees
- Independent contractors
- Union members, unless the collective bargaining agreement includes Plans participation

Employee contributions

You make contributions to the Plans through convenient payroll deduction. You can contribute on a pretax basis, an after-tax Roth basis, or a combination of the two. You can increase, decrease, or discontinue your employee contributions at any time.

You're always 100% vested in your employee contributions and earnings they generate.

You must abide by certain maximum limitations on the salary deferral contributions you make to the Plans. These limitations are set by the IRS each year. For 2021, the salary deferral contribution limit is $19,500.

Exceptions to these limits include:

- If you've reached or will reach age 50 by the end of the plan year, you can make a special catch-up contribution of up to $6,500 for 2021.

Please contact Pension Consultants at 417-347-1008 for more details.

Voluntary contribution rate increase

Want to save more for your retirement automatically? You can increase your contribution amount by a specific percentage or dollar amount at the frequency you want. For example, you can elect a contribution rate of 6% and then elect to automatically increase your contribution rate by 1% annually, up to 10%.

It's that easy! Log in to LincolnFinancial.com to learn more!

Employer-matching contributions

Freeman Health wants to reward eligible employees participating in the retirement Plans by providing a matching contribution. You're eligible to receive a matching contribution if you're at least age 21, work at least 1,000 hours during the plan year, and are employed as of the third Friday in December.

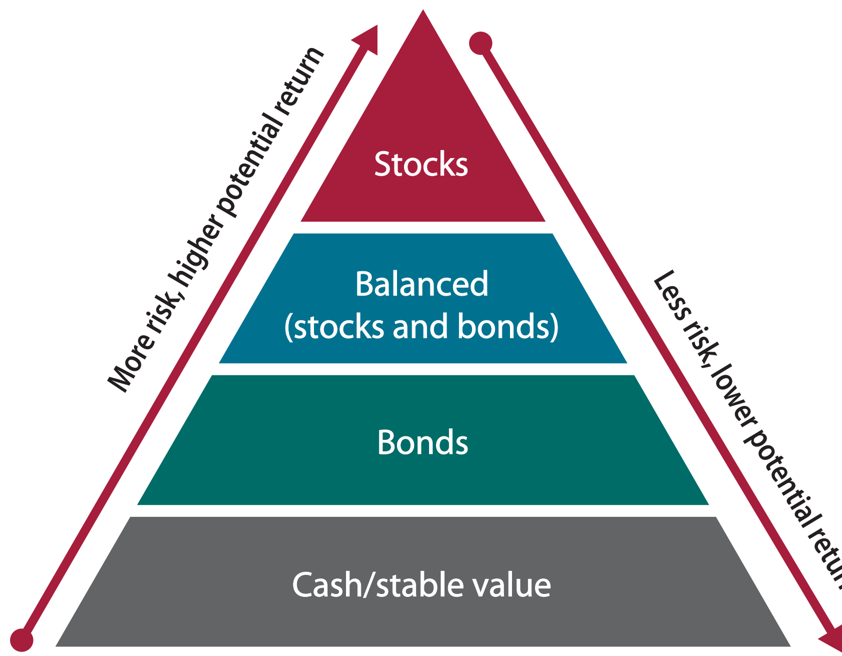
Freeman will match 100% of the first 3% of eligible employee contributions to the retirement plans, up to a maximum of 3% of eligible annual compensation.

The following vesting schedule applies to matching contributions:

Years of service	Vested %
Less than 2	0%
2	25%
3	50%
4	75%
5	100%

Understanding investment types

Generally, the greater the risk of an investment option, the greater the potential return; the lower the risk, the lower the potential return. The investment pyramid shows the relative risk and potential return of the three major asset classes and balanced stock and bond options. As you move up the pyramid, the higher the risk and potential return. Please note: There are significant differences in risk among investment options within these asset classes.



Three ways to invest

When choosing investments, you have three options.

Manage it yourself and select your own portfolio investments. Research and select funds on your own. Information is available to help you compare options and decide.

Make an all-in-one choice if you want one diversified portfolio managed for you.

Get help by talking to your retirement consultant about the investment options in your Plans. Call Pension Consultants at 417-347-1008.

Login to LincolnFinancial.com/Retirement to enroll and view your investment options.

Self-Directed Brokerage Account

Your Plans offer an individual self-directed brokerage account (SDBA). The service is offered through a brokerage company and you may pay transactional charges. For more information about the SDBA option, call the Customer Contact Center at 800-234-3500.

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