

Kaleida Health Savings/Investment Plan

Qualified Default Investment Alternative (QDIA) Employee Notice

Purpose of this notice

Kaleida Health maintains Kaleida Health Savings/Investment Plan and to help you attain financial security during your retirement years. As a plan participant, you decide how your retirement plan dollars are invested in the investment alternatives available in the plan. If you do not make an investment election, your contributions are invested in the Qualified Default Investment Alternative (QDIA).

This QDIA employee notice:

1. Describes when the QDIA is used
2. Provides details regarding the selected QDIA
3. Outlines your right to direct the investment of your plan dollars to other investments available in the plan or to elect not to have contributions withheld from your pay, if applicable
4. Explains where additional information about those additional investment alternatives can be obtained

Keep this disclosure with your Summary Plan Description and other retirement plan documents.

When the default investment alternative will be used:

You can invest your plan dollars in any of the investment alternatives available in your plan. In the absence of an investment election, your future contributions will be invested in the plan's QDIA under any of the following circumstances:

- You have made a salary reduction election without an investment election.
- An employer contribution has been made on your behalf but you have not provided an investment election.
- You have made investment elections that do not equal 100% or you have elected an investment that is no longer available in the plan.

If assets in your plan account are invested in the plan's QDIA, you can direct the investment of those assets to any other investment alternative under the plan. Please see "Investment Elections" later in this notice for more information on making investment elections.

Your employer has chosen target-date funds, based on date of retirement, as the plan's QDIA:

The plan's QDIA is the appropriate target-date fund, based on the year of normal retirement as determined by your Plan. Each fund contains a combination of bond-based and stock-based funds and targets a period that contains the year in which you attain normal retirement age.

Investment name	Fund ID	Retirement Year	Net fees
T. Rowe Price Retirement 2005 Advisor	PARGX	Prior to 2008	0.77%
T. Rowe Price Retirement 2010 Advisor	PARAX	2008 to 2012	0.77%
T. Rowe Price Retirement 2015 Advisor	PARHX	2013 to 2017	0.80%
T. Rowe Price Retirement 2020 Advisor	PARBX	2018 to 2022	0.83%
T. Rowe Price Retirement 2025 Advisor	PARJX	2023 to 2027	0.87%
T. Rowe Price Retirement 2030 Advisor	PARCX	2028 to 2032	0.90%
T. Rowe Price Retirement 2035 Advisor	PARKX	2033 to 2037	0.93%
T. Rowe Price Retirement 2040 Advisor	PARDX	2038 to 2042	0.95%
T. Rowe Price Retirement 2045 Advisor	PARLX	2043 to 2047	0.96%
T. Rowe Price Retirement 2050 Advisor	PARFX	2048 to 2052	0.96%
T. Rowe Price Retirement 2055 Advisor	PAROX	2053 to 2057	0.96%
T. Rowe Price Retirement 2060 Advisor	TRRYX	2058 and After	0.96%
Net fees* as of 03/31/2020			

*Net fees represent the net expense ratio. The net expense ratio is the total annual operating expense, minus any applicable fund company expense waivers or reimbursements.

- **Fund Name / ID: T. Rowe Price Retirement 2005 Advisor (PARGX)**

Investment Objective: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income.

Investment Strategy: The fund pursues its objective by investing in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. It is managed based on the specific retirement year (target date 2005) included in its name and assumes a retirement age of 65.

Principal Risk and Return Characteristics: Credit and Counterparty, Foreign Securities, Loss of Money, Not FDIC Insured, Interest Rate, Equity Securities, Restricted/Illiquid Securities, Management, Target Date, Small Cap, Mid-Cap

- **Fund Name / ID: T. Rowe Price Retirement 2010 Advisor (PARAX)**

Investment Objective: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income.

Investment Strategy: The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund is managed based on the specific retirement year (target date 2010) included in its name and assumes a retirement age of 65.

Principal Risk and Return Characteristics: Credit and Counterparty, Foreign Securities, Loss of Money, Not FDIC Insured, Interest Rate, Equity Securities, Restricted/Illiquid Securities, Management, Target Date, Small Cap, Mid-Cap

- **Fund Name / ID: T. Rowe Price Retirement 2015 Advisor (PARHX)**

Investment Objective: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income.

Investment Strategy: The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund is managed based on the specific retirement year (target date 2015) included in its name and assumes a retirement age of 65.

Principal Risk and Return Characteristics: Credit and Counterparty, Foreign Securities, Loss of Money, Not FDIC Insured, Interest Rate, Equity Securities, Restricted/Illiquid Securities, Management, Target Date, Small Cap, Mid-Cap

- **Fund Name / ID: T. Rowe Price Retirement 2020 Advisor (PARBX)**

Investment Objective: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income.

Investment Strategy: The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund is managed based on the specific retirement year (target date 2020) included in its name and assumes a retirement age of 65.

Principal Risk and Return Characteristics: Credit and Counterparty, Foreign Securities, Loss of Money, Not FDIC Insured, Interest Rate, Equity Securities, Restricted/Illiquid Securities, Management, Target Date, Small Cap, Mid-Cap

- **Fund Name / ID: T. Rowe Price Retirement 2025 Advisor (PARJX)**

Investment Objective: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income.

Investment Strategy: The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund is managed based on the specific retirement year (target date 2025) included in its name and assumes a retirement age of 65.

Principal Risk and Return Characteristics: Credit and Counterparty, Foreign Securities, Loss of Money, Not FDIC Insured, Interest Rate, Equity Securities, Restricted/Illiquid Securities, Management, Target Date, Small Cap, Mid-Cap

- **Fund Name / ID: T. Rowe Price Retirement 2030 Advisor (PARCX)**

Investment Objective: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income.

Investment Strategy: The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund is managed based on the specific retirement year (target date 2030) included in its name and assumes a retirement age of 65.

Principal Risk and Return Characteristics: Credit and Counterparty, Foreign Securities, Loss of Money, Not FDIC Insured, Interest Rate, Equity Securities, Restricted/Illiquid Securities, Management, Target Date, Small Cap, Mid-Cap

- **Fund Name / ID: T. Rowe Price Retirement 2035 Advisor (PARKX)**

Investment Objective: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income.

Investment Strategy: The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund is managed based on the specific retirement year (target date 2035) included in its name and assumes a retirement age of 65.

Principal Risk and Return Characteristics: Credit and Counterparty, Foreign Securities, Loss of Money, Not FDIC Insured, Interest Rate, Equity Securities, Restricted/Illiquid Securities, Management, Target Date, Small Cap, Mid-Cap

- **Fund Name / ID: T. Rowe Price Retirement 2040 Advisor (PARDX)**

Investment Objective: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income.

Investment Strategy: The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund is managed based on the specific retirement year (target date 2040) included in its name and assumes a retirement age of 65.

Principal Risk and Return Characteristics: Credit and Counterparty, Foreign Securities, Loss of Money, Not FDIC Insured, Interest Rate, Equity Securities, Restricted/Illiquid Securities, Management, Target Date, Small Cap, Mid-Cap

- **Fund Name / ID: T. Rowe Price Retirement 2045 Advisor (PARLX)**

Investment Objective: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income.

Investment Strategy: The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund is managed based on the specific retirement year (target date 2045) included in its name and assumes a retirement age of 65.

Principal Risk and Return Characteristics: Credit and Counterparty, Foreign Securities, Loss of Money, Not FDIC Insured, Interest Rate, Equity Securities, Restricted/Illiquid Securities, Management, Target Date, Small Cap, Mid-Cap

- **Fund Name / ID: T. Rowe Price Retirement 2050 Advisor (PARFX)**

Investment Objective: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income.

Investment Strategy: The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund is managed based on the specific retirement year (target date 2050) included in its name and assumes a retirement age of 65.

Principal Risk and Return Characteristics: Credit and Counterparty, Foreign Securities, Loss of Money, Not FDIC Insured, Interest Rate, Equity Securities, Restricted/Illiquid Securities, Management, Target Date, Small Cap, Mid-Cap

- **Fund Name / ID: T. Rowe Price Retirement 2055 Advisor (PAROX)**

Investment Objective: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income.

Investment Strategy: The fund invests in a diversified portfolio of other T. Rowe Price stock and bond funds that represent various asset classes and sectors. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund is managed based on the specific retirement year (target date 2055) included in its name and assumes a retirement age of 65.

Principal Risk and Return Characteristics: Credit and Counterparty, Foreign Securities, Loss of Money, Not FDIC Insured, Interest Rate, Equity Securities, Restricted/Illiquid Securities, Management, Target Date, Small Cap, Mid-Cap

- **Fund Name / ID: T. Rowe Price Retirement 2060 Advisor (TRRYX)**

Investment Objective: The investment seeks the highest total return over time consistent with an emphasis on both capital growth and income.

Investment Strategy: The fund pursues its objective by investing in a diversified portfolio of other T. Rowe Price stock and bond funds. Its allocation between T. Rowe Price stock and bond funds will change over time in relation to its target retirement date. The fund is managed based on the specific retirement year (target date 2060) included in its name and assumes a retirement age of 65.

Principal Risk and Return Characteristics: Credit and Counterparty, Foreign Securities, Loss of Money, Not FDIC Insured, Interest Rate, Equity Securities, Restricted/Illiquid Securities, Management, Target Date, Small Cap, Mid-Cap

Investment elections

You may direct the investment of your existing plan account balance and future contributions as follows:

- You may change investment elections for your future contributions.
- You may change investment elections for your existing account balances, including assets invested in the plan's QDIA.

If you default into the plan and subsequently change investment allocations for existing assets, your current assets and future contributions will both be redirected to the new investment options.

To direct the investment of plan account contributions or assets, make investment elections in the following manner:

For new participants: You may complete online enrollment at LincolnFinancial.com.*

For existing participants: You may make investment elections in either of these ways:

- Access the secure Lincoln website at LincolnFinancial.com*, 24 hours a day, 7 days a week.
- Call the Lincoln Customer Contact Center at 800-234-3500, Monday through Friday, between 8:00 a.m. and 8:00 p.m. Eastern.

*Access may be subject to system availability

The New York Stock Exchange closes for trading at 4:00 p.m. Eastern on most business days. Transactions received before market close will be assigned that day's closing unit price. Transactions received after market close, or on a weekend or holiday, will be assigned the closing unit price for the next business day.

Additional information

You may view additional information about other investment options available in the plan by logging in to your account at LincolnFinancial.com.

Affiliates of Lincoln National Corporation include, but are not limited to, The Lincoln National Life Insurance Company, Lincoln Life & Annuity Company of New York, and Lincoln Retirement Services Company, LLC, herein referred to as "Lincoln".

Mutual funds in the *Lincoln Alliance*[®] program are sold by prospectus. An investor should consider carefully the investment objectives, risks, and charges and expenses of the investment company before investing. The prospectus and, if available, the summary prospectus contain this and other important information and should be read carefully before investing or sending money. Investment values will fluctuate with changes in market conditions so that, upon withdrawal, your investment may be worth more or less than the amount originally invested. Prospectuses for any of the mutual funds in the *Lincoln Alliance*[®] program are available at 800-234-3500.

The program includes certain services provided by Lincoln Financial Advisors Corp. (LFA), a broker-dealer (member FINRA) and an affiliate of Lincoln Financial Group, 1300 S. Clinton St., Fort Wayne, IN 46802. Unaffiliated broker-dealers also may provide services to customers.

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