

PLAN HIGHLIGHTS

Ballad Health 401(k) Plan

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

How can I contribute to my retirement plan?

You can control your contributions in the following ways:

- You can contribute up to 100% of your salary to your retirement savings, not to exceed the maximum allowed by the IRS.
- You can increase or decrease your contribution rate at any time.
- You can discontinue contributions to your retirement savings plan at any time. The effective date of the changes occurs as soon as administratively possible.
- You can enroll by logging in to LincolnFinancial.com/Retirement.

To learn more, set up a one-on-one meeting with your retirement consultant (RC) at LincolnFinancial.com/BalladSchedule or call 423.302.403B (423.302.4032).

Will my employer contribute to my retirement savings plan?

Your employer will contribute to your retirement savings through:

- A safe harbor matching contribution: Ballad Health will match 100% of the first 6% you contribute.

When am I fully vested in my retirement plan?

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

- You always have 100% ownership of any money you contribute to the plan, including any earnings and/or assets consolidated from another retirement plan.
- You always have 100% ownership of your employer's Safe Harbor contributions, including any earnings.

What are my investment options?

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

- **MAKE AN ALL-IN-ONE CHOICE** if you want one diversified portfolio that's managed for you.
- **MANAGE IT YOURSELF** and select your own portfolio of investments.
- **STILL UNDECIDED?** If you participate in the plan without selecting investment options, your money will be directed to the Qualified Default Investment Alternative (QDIA) selected by your employer.

WELCOME

Can I consolidate accounts from my previous retirement plans?

You can consolidate assets from one or more previous retirement plans to create an integrated savings strategy.

With this option, you have the ability to:

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

Contact your financial professional for help with determining the course of action appropriate to your situation.

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

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

Loans

You can take a loan from certain account balances for:

- General purposes
- Purchase of a primary residence

Log in to your account at LincolnFinancial.com/Retirement to model various loan scenarios and request a loan. For information about loan fees, repayment, and the pros and cons of borrowing from your retirement plan, contact the Lincoln Customer Contact Center at 800.234.3500. Representatives are available Monday to Friday, from 8:00 a.m. to 8:00 p.m. Eastern.

Withdrawals of pretax balances

You may take a distribution from **certain available accounts** upon:

- Severance from employment
- Attainment of age 59½
- Financial hardship (distribution may be subject to the premature 10% distribution penalty if taken prior to age 59½)
- Attainment of normal retirement age, which is 65.

Taxation of Roth balances

If you have a Roth account, your distribution will be a (tax-free) distribution if your Roth deferral or Roth rollover account has been in place for five (5) taxable years (from the year the first Roth contribution or Roth rollover was made to the plan, whichever was first) and the distribution is made after one of the following:

- Attainment of age 59½
- Disability
- Death

If these distribution conditions are not met, the earnings may be taxable and may be subject to a 10% early distribution penalty on the taxable portion of the distribution.

Consult with your tax advisor before withdrawing money from your account. You may wish to consult with your plan sponsor or review your plan's Summary Plan Description (SPD) to determine which distributions are available under your plan.

WELCOME

How can I access my account?

You can access and manage your retirement account anytime:

LincolnFinancial.com/Retirement

800.234.3500

Get one-on-one help.

Lincoln RC *Click2Meet*® online meeting scheduler: LincolnFinancial.com/BalladSchedule

One phone number for all your RCs: 423.302.403B (423.302.4032)

These highlights are a brief overview of the Ballad Health 401(k) Plan and not a legally binding document. Please read these materials carefully and contact your Human Resources department if you have further questions.

For any investment option in the plan, including an option that is part of an asset allocation portfolio, you may obtain a prospectus or similar document by requesting one from your employer, visiting your plan's website, or calling a Lincoln Financial representative at 800.234.3500.