

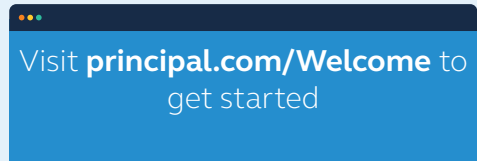
Welcome! We're so glad you're here.

Take a look at a snapshot of your retirement benefits through the Methodist Health System Defined Contribution Retirement Plan with services provided by Principal®.

Automatic Enrollment

You're immediately eligible to make your own contributions to the plan and **will automatically be enrolled to make employee contributions at a rate of 2% of your eligible pay**. Even though your enrollment is automatic, you always have the option to:

- Change your contribution rate
- Direct contributions to other investment options available through the plan, or
- Decline participation



Employer contributions

The MHS Defined Contribution Retirement Plan consists of three key components:

- **MHS base contributions**
- **Your employee contributions**
- **MHS matching contributions**

You can contribute up to \$20,500 in 2022. If you're now or will be age 50 by the end of the year, you're eligible to contribute an additional \$6,500 in catch up contributions during 2022.

MHS base contributions:

MHS provides a foundation for your retirement security by making base contributions to the plan in your name. Base contributions are equal to a percentage of your eligible pay, based on your years of service as a participant (ranging from 4% to 8% of eligible pay). You become a base participant in this plan as of January 1 of the year you have completed one year of service, worked 1,000 hours in that year and are age 21. You must work 1,000 hours during the year to earn a contribution.

Years of Service (as of 12/31)	Contribution amount
1 through 5	4%
6 through 10	5%
11 through 15	6%
16 through 20	7%
21 or more	8%

Your employee contributions:

You can build on the foundation provided through the MHS base contributions by making your own employee contributions to the plan through payroll deduction. There are significant advantages to saving through the plan-including making contributions on a pretax basis, having a variety of investment options to choose from, tax deferral of any investment earnings and receiving matching contributions that MHS makes to your account when you contribute your own money. You will be automatically enrolled to make employee contributions at a rate of 2% of your eligible pay.

MHS matching contributions:

If you are making your own contributions to the plan, MHS will provide a matching contribution, which is a percentage of your employee contributions (up to 2%) based on your years of service.

Years of Service (as of 1/1)	Contribution amount up to 2% of pay
0 through 5 years	50%
6 through 10 years	75%
11 or more years	100%



Beneficiary

Help protect your savings and your family. Make sure you designate a beneficiary for your retirement savings.

Vesting

You'll be fully vested in the base and match contributions after three years in which you worked 1,000 hours in each of those three years. You're always 100% vested in your own employee contributions.

Investments

You select the investment directions for all three types - Base, Employee, and Matching contributions. If you don't make an investment election, your contributions will be directed to the plan's Qualified Default Investment Alternative (QDIA). See the QDIA notice for more information.

Distributions

If you leave MHS, you can roll over your vested account balance or you can take the money in cash (subject to taxes and tax penalties).

Questions?

Visit principal.com or call Principal® at **800-547-7754**.

Retirement specialists are available Monday - Friday, 7 a.m. - 9 p.m. CT.



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Plan features in this communication are current as of October 2021.

This communication is intended to be educational in nature and is not intended to be taken as a recommendation.

The legal plan document governs the employer's plan. If any discrepancies, the legal plan document will govern. Contact your plan sponsor if question regarding applicable retirement plan provisions.

Insurance products and plan administrative services are provided by Principal Life Insurance Company, a member of the Principal Financial Group®, Des Moines, IA 50392

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