November 30, 2024

To: Participants in the Southeast Iowa Regional Medical Center 403(b) Plan

Southeast Iowa Regional Medical Center is pleased to provide employees the opportunity to save for their retirement by sponsoring the Southeast Iowa Regional Medical Center 403(b) Plan ("the Plan"). The Plan allows you to save for your retirement through pre-tax and Roth after-tax payroll contributions. The Plan also allows you to receive a matching contribution from Southeast Iowa Regional Medical Center and to invest your account in a number of different investment funds, which in turn means your contributions and the matching contributions may grow over time.

This communication contains several annually required notices describing key features of the Plan. **Although no action is required of you, we encourage you to read this letter to learn more about the Plan.**

What's Included in this Communication

For more information about the Plan, please refer to the following enclosures:

- **Eligible Automatic Contribution Arrangement (EACA) Notice:** a summary of some of the Plan rules, including the Plan's automatic enrollment feature.

Southeast Iowa Regional Medical Center is committed to providing you with periodic information about the Plan to help you understand how the Plan works, to support your efforts to prepare for your retirement and to meet regulatory requirements. In the future, you will continue to receive periodic information about the Plan and about your rights and responsibilities as a Plan participant. In the meantime, if you would like a copy of the Summary Plan Description, please log onto www.netbenefits.com/atwork. If you have questions regarding this information, please contact Fidelity Representative at (800) 343-0860. Representatives are available Monday through Friday from 7:30 a.m. through 7 p.m. Central time.

Got two minutes? Log on to www.netbenefits.com/atwork and:

1. **Go green! Enroll for eDelivery of required notices and receive this package electronically next year.**
   www.netbenefits.com/atwork → Profile → Mail Preferences
2. **Update your beneficiary information.**
   www.netbenefits.com/atwork → Profile → Beneficiaries

Southeast Iowa Regional Medical Center 403(b) Plan
Eligible Automatic Contribution Arrangement Notice
Plan Year Beginning January 1, 2025 and Ending December 31, 2025

Southeast Iowa Regional Medical Center ("Employer") has made saving for retirement under the Southeast Iowa Regional Medical Center 403(b) Plan ("the Plan") even easier by offering an automatic enrollment feature.

The automatic enrollment feature won't change your Deferral Contribution level if you have previously elected the level of your Deferral Contribution, or if you have previously elected not to contribute to the Plan. Your earlier election will continue to be followed, and matching contributions will be made based on your Deferral Contribution level. You can change your Deferral Contribution level at any time by going online at **www.netbenefits.com/atwork** or by contacting the Fidelity Retirement Benefits Line at **800-343-0860**. Matching contributions will then be based on your new Deferral Contribution level. For more information on matching contributions, please see the Summary Plan Description or the Plan Document.

You can learn more about the Plan in two other documents: the Summary Plan Description or the Plan Document. Certain terms capitalized in this notice are defined in the Summary Plan Description or in the Plan Document. To read the Summary Plan Description, please log onto www.netbenefits.com/atwork. If there are any inconsistencies between this notice and the Plan, the Plan Document will control.

All Employees who are eligible to participate in the Plan (an "**Auto-Enrolled Employee**") will be enrolled automatically in the Plan within 30 days of their hire date/eligibility date or by their second paycheck following their hire date/eligibility date, whichever is sooner depending on when they were hired. For more information on eligibility and participation, please refer to the Summary Plan Description.

If you are eligible to participate in the Plan and have not elected a Deferral Contribution level, you will be enrolled automatically within 30 days of your hire date/eligibility date or by your second paycheck following your hire date/eligibility date, whichever is sooner. This means that each pay period, an amount will be withheld from your pay on a pre-tax basis and contributed to the Plan, unless you elect not to make any contribution to the Plan or elect to contribute a different amount.

For eligible employees who were hired on or after January 1, 2018 and prior to January 1, 2021, this is a notice to inform you that an amount equal to four percent (4%) per year is being deducted from your paycheck each pay period on a before-tax basis ("elective deferral contributions") and contributed to the Plan on your behalf. The elective deferral contributions amount will increase by 2% of compensation up to a maximum of 10% of compensation. Such increase will be applied as of the first period that begins after the period in which the initial deferral amount was withheld and will occur as of the beginning of each subsequent Plan Year. You may elect an alternative deferral amount or elect not to defer under the Plan.

For eligible employees who were hired on or after January 1, 2021, this is a notice to inform you that an amount equal to six percent (6%) per year is being deducted from your paycheck each pay period on a before-tax basis ("elective deferral contributions") and contributed to the Plan on your behalf. The elective deferral contributions amount will increase by 1% of compensation up to a maximum of 10% of compensation. Such increase will be applied as of the first period that begins after the period in which the initial deferral amount was withheld and will occur as of the beginning of each subsequent Plan.

Once you are enrolled, you can choose a different amount — more, less or even nothing — at virtually any time by simply making a Deferral Contribution election. You may also choose to make Roth after-tax contributions, or to contribute a combination of pre-tax and Roth after-tax contributions.

Keep in mind that the Employer will match 50% of the amount you contribute on a pre-tax and/or Roth after-tax basis each pay period, up to 2% of your eligible compensation. So, to get the most from these matching contributions, you must contribute at least 2% of your eligible compensation each pay period, up to annual IRS limits.

This notice gives you important information about some Plan rules, including the Plan's automatic enrollment feature and the Employer's matching contributions. The notice answers the following questions:

- Does the Plan's automatic enrollment feature apply to me?
- If I do nothing, how much will be deducted from my eligible compensation and contributed to the Plan?
- In addition to the contributions deducted from my eligible compensation, what amounts will the Employer contribute to my Account?
- How will my Account be invested?
- When will my Account be vested and available to me?
- Can I change the amount of my contributions?

1. **Does the Plan's automatic enrollment feature apply to me?**
   The Plan's automatic enrollment feature will not apply to you if you have previously elected to make Deferral Contributions to the Plan or have previously elected not to contribute. If you made a prior election, your Deferral Contribution level will not change automatically. You can always change your Deferral Contribution level by going online at **www.netbenefits.com/atwork** or by contacting the Fidelity Retirement Benefits Line at **800-343-0860**.

   If you have not elected a Deferral Contribution level, you will be enrolled automatically within 30 days of your hire date/eligibility date or by your second paycheck following your hire date/eligibility date, whichever is sooner. This means that each pay period, an amount will be taken from your pay on a pre-tax basis and contributed to the Plan. If you wish to opt out of automatic enrollment, you need to formally elect not to contribute to the Plan or formally elect to contribute a different amount to the Plan. To make your election, go online at **www.netbenefits.com/atwork** or contact the Fidelity Retirement Benefits Line at **800-343-0860**.

2. **If I do nothing, how much will be deducted from my eligible compensation and contributed to the Plan (hired after January 1, 2021)?**
   If you have not elected a Deferral Contribution level and take no action, 6% of your eligible compensation for each pay period will be deducted from your eligible compensation on a pre-tax basis and contributed to the Plan. This will start within 30 days of your hire date/eligibility date or by your second paycheck following your hire date/eligibility date, whichever is sooner, and will continue through the end of the Plan Year. Your contribution level will then increase by 1% (unless you choose a different level) on the 1st day of the Plan Year until it reaches 10% of your eligible compensation. Such increases will be applied as of the first period that begins after the period in which the initial deferral amount was withheld and will occur as of the beginning of each subsequent Plan Year.

   Eligible compensation is your taxable compensation for a Plan Year, as reported by your Employer on your IRS Form W-2. It excludes reimbursements or other expense allowances, fringe benefits (cash and non-cash), moving expenses, deferred compensation, welfare benefits, service awards and severance pay. Compensation eligible for deferrals includes bonuses and salary reduction contributions you made to an Employer-sponsored cafeteria, qualified transportation fringe, simplified employee pension, 401(k), 457(b) or 403(b) plan.

   Your pre-tax contributions to the Plan are deducted from your eligible compensation and are not subject to federal income tax at that time. Instead, they are contributed to your Account and can grow over time with earnings; they will be subject to federal income tax only when withdrawn. This helpful tax rule is a reason to save for retirement through pre-tax contributions to the Plan.

   If you do nothing, contributions will be deducted from your eligible compensation on a pre-tax basis. However, you are in charge of the amount that you contribute. You may decide to do nothing and become automatically enrolled, or you may choose to contribute an amount that better meets your needs. For example, you may want to get the full amount of the Employer's matching contributions by contributing at least 6% of your eligible compensation. You may also choose to contribute on a Roth after-tax basis. You can change your contributions at virtually any time by going online at **www.netbenefits.com/atwork** or by contacting the Fidelity Retirement Benefits Line at **800-343-0860**.

If you want to contribute more to your Account than would be provided automatically, there are limits on the maximum amount. These limits are described in the *"Contributions"* section of the Summary Plan Description or the Plan Document.

3. **In addition to contributions deducted from my eligible compensation, what amounts will the Employer contribute to my Account?**
Besides contributing the amounts deducted from your eligible compensation, the Employer will make other contributions to your Account. The Employer will match 50% up to the first 2% of eligible compensation you contribute on a pre-tax and/or Roth after-tax basis each pay period, including any catch-up contributions. These matching contributions will be made if you are automatically enrolled or if you choose your own Deferral Contribution level. The Employer's matching contributions depend on the amount of eligible compensation you contribute to the Plan on a pre-tax and/or Roth after-tax basis each pay period.

For example:

> If you earn $2,000 in eligible compensation during a pay period and you elect to contribute 6% of your eligible compensation on a pre-tax and/or Roth after-tax basis, the Employer will deduct $120 from your pay for the pay period (that is, 6% x $2,000). The $120 will be contributed to your Account. The Employer also will make a matching contribution of $20 to your Account for the pay period. In other words, the Employer will make 50% matching contribution on your contribution, up to 2% of eligible compensation (50% of 2% x $2,000, or $20).
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> Or, if you contribute 3% of your eligible compensation on a pre-tax basis and/or Roth after-tax basis, the Employer will deduct $60 from your pay for the pay period and contribute it in your Account. Additionally, the Employer will make a matching contribution of $20 to your Account for the pay period.
>
> Or, if you choose not to contribute to the Plan for a pay period, you will not receive a matching contribution.

Remember, you can always change the percentage you contribute to the Plan by electing a different Deferral Contribution level by going online at **www.netbenefits.com/atwork** or by contacting the Fidelity Retirement Benefits Line at **800-343-0860**.

For more information on matching contributions, please see the Summary Plan Description or the Plan Document.

4. **How will my Account be invested?**
The Plan lets you invest your Account in a number of different investment funds, including through the self-directed brokerage account, BrokerageLink®. A self-directed brokerage account may entail greater risk and is not appropriate for everyone. Additional fees apply to a BrokerageLink® account.

Unless you choose a different investment fund or funds, your Account will be invested in the State Street Target Retirement Fund Class K based on your age. The State Street Target Retirement Fund Class K is a lifecycle investment option which will gradually adjust its asset allocation to be more conservative as the investment option approaches and moves beyond its target retirement date. Generally, those investment options with later target retirement dates have greater equity exposure and more risk than those with earlier target retirement dates. These investment options are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risks associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after the target dates.

The following chart illustrates the Plan-assigned fund the Plan believes will best fit your diversification needs should you not select an investment option. The investment objectives, risk and return characteristics, and fees and expenses related to each fund are described in further detail in the *"Qualified Default Investment Alternative Notice."*.

If your birthday is...	...Then your contributions will be automatically invested in....
Before 12/31/1952	State Street Target Retirement Fund Class K
1/1/1953 – 12/31/1957	State Street Target Retirement 2020 Fund Class K
1/1/1958 – 12/31/1962	State Street Target Retirement 2025 Fund Class K
1/1/1963 – 12/31/1967	State Street Target Retirement 2030 Fund Class K
1/1/1968 – 12/31/1972	State Street Target Retirement 2035 Fund Class K
1/1/1973 – 12/31/1977	State Street Target Retirement 2040 Fund Class K
1/1/1978 – 12/31/1982	State Street Target Retirement 2045 Fund Class K
1/1/1983 – 12/31/1987	State Street Target Retirement 2050 Fund Class K
1/1/1988 – 12/31/1992	State Street Target Retirement 2055 Fund Class K
1/1/1993 – 12/31/1997	State Street Target Retirement 2060 Fund Class K
1/1/1998 – 12/31/2002	State Street Target Retirement 2065 Fund Class K
1/1/2003 and later	State Street Target Retirement 2070 Fund Class K*

*Effective March 31, 2025

You can change how your Account is invested, among the Plan's offered investment funds, by going online at **www.netbenefits.com/atwork** or by contacting the Fidelity Retirement Benefits Line at **800-343-0860**.

To learn more about the Plan's investment funds and procedures for changing how your Account is invested, you can review the *"Investments"* section of the Summary Plan Description or the Plan Document. Also, you can go online at **www.netbenefits.com/atwork** or contact the Fidelity Retirement Benefits Line at **800-343-0860**.

5. When will my Account be vested and available to me?

You will always be fully vested in your contributions to the Plan. To be fully vested in Plan contributions means that your contributions and those from the Employer (together with any investment gain or loss) will always belong to you, and you will not lose them when you leave your job. For more information about vesting, you can review the *"Vesting"* section of the Summary Plan Description or the Plan Document.

Even if you are vested in your Account, there are limits on when you may withdraw your funds. These limits may be important to you in deciding how much, if any, to contribute to the Plan.

Generally, you may withdraw your vested account balance after you leave your job, reach age 59½, retire, die, become disabled or pursuant to an active military distribution. Also, there is generally an extra 10% tax on distributions taken before age 59½.

Because *Roth after-tax contributions* are made after federal, state and local taxes have been deducted, your Roth account balance will be tax-free when you withdraw money as long as you meet the conditions for a "qualified distribution." A qualified distribution is one that is taken at least five tax years from the year of your first Roth contribution and after you have reached age 59½, become disabled or die.

Your Beneficiary can receive any vested amount remaining in your Account when you die.

Loans are available under the Plan. In addition, you may be able to take out certain vested money if you have a hardship. Hardship withdrawals are limited to the dollar amount of your Deferral Contributions. They may not be taken from matching contributions. Hardship withdrawals must be for a specified reason:

- Qualifying medical expenses,
- Costs of purchasing your principal residence (or preventing eviction from or foreclosure on your principal residence, or repairing qualifying damages to your principal residence),
- Qualifying post-secondary education expenses,
- Qualifying burial or funeral expenses, or
- Qualifying expenses incurred following a federally declared disaster that occurs in an area designated by the Federal Emergency Management Agency (FEMA).

You can learn more about the Plan's hardship withdrawal and loan rules in the *"In-Service Withdrawals and Loans"* section of the Summary Plan Description or the Plan Document. You can also learn more about the extra 10% tax in IRS Publication 575, *Pension and Annuity Income*.

6. **Can I change the amount of my contributions?**
You can always change the amount of your Deferral Contribution to the Plan. If you know now that you do not want to contribute to the Plan (and you haven't already elected not to contribute), you may elect a contribution of 0% by going online at **www.netbenefits.com/atwork** or by contacting the Fidelity Retirement Benefits Line at **800-343-0860**. That way, you avoid any automatic contributions.

If you have any questions about how the Plan works or your rights and obligations under the Plan, please go online at **www.netbenefits.com/atwork** or contact the Fidelity Retirement Benefits Line at **800-343-0860**. You may also contact the Plan Administrator if you have any questions about how the Plan works or your rights and obligations under the Plan, or if you would like a copy of the Plan's Summary Plan Description or other Plan Documents. You may access the Summary Plan Description by logging onto **www.netbenefits.com/atwork**.

The Plan Administrator may be contacted at:

Great River Health System, Inc.
1221 S. Gear Avenue
West Burlington, IA 52655

In the event of a discrepancy between this notice and the terms of the Plan, the Plan Document will govern.

The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.