



Your life is our life's work.



Exciting MyRetirement Program Changes. Get ready for what's ahead.

Mercy MyRetirement Program

Mercy MyRetirement Program Changes Effective January 1, 2022

Your Mercy MyRetirement Program is an important benefit. At Mercy, we're committed to offering resources to help you map out your retirement goals at every step in your journey.

As a result of a recent review, we are pleased to announce four important updates to the Mercy MyRetirement Program.

2022 MyRetirement Program Changes
<ul style="list-style-type: none">➤ Annual Increase Program➤ Benefit Service Definition Change➤ Restatement of Service Contribution➤ Qualified Birth or Adoption Distribution

Annual Increase Program

To help make it easier to save for your future, the Mercy MyRetirement Program 401(k) and 403(b) Plans will be automatically enrolling co-workers in the Annual Increase Program, with their first increase occurring January 1, 2022. This feature will be added to all participants' accounts that are contributing between 1-9% on October 29, 2021, and are not enrolled in the Annual Increase Program.

The Annual Increase Program helps you grow your savings by automatically increasing your contribution rate by 1% each year to a maximum of 10%. Co-workers not currently contributing or contributing more than 9% will not be included in the annual increase. If you are already enrolled in the Annual Increase Program, your current elections will not change.

The contribution increase will take place automatically, without any action required on your part. However, you will have the opportunity to make changes. **Additional communication regarding the timing of your increase, if applicable, will be sent prior to any automatic increase.**

You will be able to make changes or opt out of the Annual Increase Program starting November 1, 2021, online at www.MyRetirementProgram.com or by calling Fidelity at 800-343-0860.

We encourage you to take an active role in planning for your future and your retirement. We hope you take full advantage of the great retirement benefit available to you as a valued co-worker.

Por favor, tenga en cuenta que vamos a inscribirlo en el plan de ahorro de su empresa para ayudarlo a ahorrar para el futuro. Si desea realizar cambios en cualquiera de las opciones anteriormente mencionadas, prefiere no participar en este momento o tiene preguntas acerca de su Plan, por favor, llame al 800-587-5282 para hablar con un representante.

Benefit Service Definition Change

The Benefit Service Definition will be updated to be consistent with the vesting service accrual rules. Beginning January 1, 2022, co-workers will need to work 1,000 hours within a calendar year in order to receive one full year of Benefit Service. Please note, this change will no longer allow for partial years of service. By earning one year of Benefit Service and being active on December 15th, co-workers will satisfy the eligibility requirements for the Service Contribution

Restatement of Service Contribution

Effective January 1, 2022, the Minimum Service Contribution will be removed from the MyRetirement Program. All previously eligible co-workers will revert to their applicable Service Contribution schedule.

Qualified Birth or Adoption Distribution

The MyRetirement Program is adding the *Qualified Birth or Adoption Distribution (QBOAD)* option. If you are planning for, or recently experienced the birth or adoption of a child, you may be eligible to take a distribution from your MyRetirement Program to help with associated costs.

What you should know about a Qualified Birth or Adoption Distribution:

- Each parent may receive up to \$5,000 per child, which is available in the one-year period following the birth or finalized adoption of the child.
- The taxable portion of your distribution is subject to income tax, but not a 10% early withdrawal penalty.*
- QBOADs do not apply to the adoption of a spouse's child.
- In addition, a QBOAD may be repaid to the Plan while you are employed.
- Under IRS guidance, an "eligible adoptee" is generally an individual who has not attained age 18 or is physically or mentally incapable of self-support.

To learn more and explore a distribution, please speak with a Fidelity representative at [800-343-0860](tel:800-343-0860).

*The IRS requires you to report the name, age, and the Taxpayer Identification Number (TIN) of the child or eligible adoptee on your federal income tax return for the taxable year that the distribution is made in order to be exempt from the 10% early withdrawal penalty if you are under age 59 ½.

Get to Know your Mercy MyRetirement Program

Review the details of your Program and uncover tools and resources to help you create your plan for the future.

	For general MyRetirement Program questions, call our Fidelity Investment Service Center at 800-343-0860 , Monday through Friday, from 7 a.m. to 11 p.m. Central time.
	Go to NetBenefits® at www.MyRetirementProgram.com to check account balances, view your statements, make deferral or investment changes, update your account beneficiaries, try interactive planning tools, attend a workshop and much more.
	Meet 1:1 with a licensed Fidelity workplace financial consultant to create a holistic approach for your financial goals—near and far. Schedule a time to meet with a Fidelity representative online or call 800-642-7131 to speak with a Fidelity representative.

Investing involves risk, including risk of loss.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917

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