



Ask Fidelity  
Baptist Health 401(k) Plan



## AGENDA

### BAPTIST HEALTH 401(k) PLAN TRANSITION GUIDE



No matter where you are in your journey, we can help you map out the retirement you envision.



Baptist Health is committed to offering you resources to help you map out your retirement goals— and along with Fidelity, we're here to help you at every step in your journey.

- ❖ Common Questions
- ❖ Plan Features
- ❖ Key Dates
- ❖ Investment Options
- ❖ Next Steps

# What's happening to my current Baptist Health retirement plans?

**Effective January 3, 2022**

- The Retirement Accumulation Plan (RAP) through Fidelity will change to the Baptist Health 401(k) Plan. It is being renamed and restated to the 401(k) Plan.
- All **account balances** and outstanding loans, if applicable, in the Thrift Plan and/or the former RAP **will remain**.
- Your eligibility and/or current participation in the Thrift Plan will transfer to the 401(k) Plan.
- All future contributions (both employee and matching) will be directed to the 401(k) Plan.
- You will still have access to and manage your current plan accounts through Fidelity NetBenefits.

## What happens to my money in my current Baptist Health 403(b) Plan account?

- The Baptist Health Thrift Plan and balances and outstanding loans, if applicable, will not move or transfer to the 401(k) Plan.
- Existing balances in the RAP will remain.
- You will continue to see your account balances and investments when you log on to your account through Fidelity NetBenefits®.
- The vesting schedule for balances remaining in the Thrift Plan and/ or former RAP will not change. You will continue to become vested in these plans based on your years of service.
- Contributions you make and matching contributions from Baptist Health will continue without interruption.

# Baptist Health 401(k) Plan Features

<p><b>Safe Harbor Matching Contributions – NEW!</b></p>	<p>Eligible employees (who have worked one year + 1,000 hours) will receive the Safe Harbor matching contribution:</p> <p>100% match up to 3% and 50% match on the next 2% of eligible pay you contribute to the 401(k) Plan during the plan year.</p> <p>This means that employees who contribute 5% will receive a 4% match.</p>
<p><b>Vesting Schedule – NEW!</b></p>	<p>Your employee contributions and the new Safe Harbor matching contributions are 100% vested.</p>
<p><b>Payroll Contributions</b></p>	<p>Your contributions deducted from your pay (pretax, Roth and catch-up contributions in the Thrift Plan will transfer to the 401(k) Plan.</p>
<p><b>Automatic Enrollment</b></p>	<p>If you are in the process of being auto enrolled in the Thrift Plan, your automatic enrollment will carry over to the 401(k) Plan.</p>
<p><b>Annual Increase Program</b></p>	<p>If you have an existing annual increase election on file in the Thrift Plan, your election will transfer to the 401(k) Plan. This is an optional service that helps you keep pace with your goals by increasing your contribution amount each year.</p>

This workshop only provides a summary of the main features of the Plan, and the Plan document will govern in the event of any discrepancies.

## Baptist Health 401(k) Plan Features

<b>Investment Elections</b>	<p>Your current investment elections on file in the Thrift Plan will transfer to the 401(k) Plan.</p> <p>This means that you do not need to make a new investment election in the 401(k) Plan. Review the Investment Options section of your transition guide to learn more about investment options.</p>
<b>Fidelity BrokerageLink®</b>	<p>BrokerageLink® account balances will remain in the Thrift Plan and/or former RAP.</p> <p>Investment elections directed to your BrokerageLink account in the Thrift Plan will transfer to the 401(k) Plan.</p>
<b>Fidelity® Personalized Planning &amp; Advice</b>	<p>Your contributions deducted from your pay (pretax, Roth and catch-up contributions) in the Thrift Plan will transfer to the 401(k) Plan.</p>
<b>Rebalance Notification – NEW!</b>	<p>Get notified via email any time your account’s investment mix strays from your original strategy. Sign up in NetBenefits®.</p>
<b>NetBenefits® Website</b> <a href="http://www.netbenefits.com/baptist">www.netbenefits.com/baptist</a>	<p>Access to Fidelity’s comprehensive website dedicated to retirement planning. Manage your account, make investment choices, and find interactive tools to help you better prepare to meet your retirement savings goals. You can use your current username and password when you log on to access your 401(k) Plan account.</p>

This workshop only provides a summary of the main features of the Plan, and the Plan document will govern in the event of any discrepancies.

# Baptist Health 401(k) Plan Features

<b>Beneficiary Designations</b>	<p>Beneficiary information currently on file in the Thrift Plan will transfer to the 401(k) Plan unless you have an existing beneficiary designation on file in the former RAP. Your beneficiary in the Thrift Plan will also remain. This means that you should check your beneficiaries to make sure they are up to date in your current plans.</p> <p>Beginning in January 2022, you can review, update, or designate your beneficiaries in the 401(k) Plan on NetBenefits.</p>
<b>Loans</b>	<p>Any outstanding loan balances in the Thrift Plan and/or former RAP will not transfer to the 401(k) Plan. You will continue to repay your loan(s) in the same manner as you currently do. The transition will not affect the terms or length of your loan(s).</p> <p>A loan feature will be available in the 401(k) Plan; however, you may only have one loan outstanding among the Plans.</p>
<b>Withdrawals and Rollovers</b>	<p>You are generally allowed to move money from your plan upon your termination, when you retire, reach age 59½ or become permanently disabled.</p>

This workshop only provides a summary of the main features of the Plan, and the Plan document will govern in the event of any discrepancies.

## Key Dates

Activity	Date
<p>Make any changes to your contribution percentage elections, if desired, in the Thrift Plan. Changes will not be allowed after this date until the 401(k) Plan is available.</p> <p>Your contribution percentage elections on file as of this date in the Thrift Plan will transfer to the 401(k) Plan.</p>	Before December 17, 2021
<p>This is the last date employee and matching contributions are directed to the Thrift Plan.</p>	December 24, 2021
<p>Your current investment elections (how your contributions are invested) in the Thrift Plan will transfer to the 401(k) Plan.</p>	December 31, 2021



## Key Dates

Activity	Date
<p>The new Baptist Health 401(k) Plan is now available.</p> <p>Log on to Fidelity NetBenefits at <a href="http://www.netbenefits.com/baptist">www.netbenefits.com/baptist</a> to view your 401(k) Plan account.</p> <ul style="list-style-type: none"><li>• Review or make changes to your contribution percentage and investment elections. Enroll if you are not currently participating.</li><li>• Review your beneficiary.</li><li>• Review additional information about the investment options.</li><li>• Your account balance and outstanding loans in the Thrift Plan and/or former RAP will remain.</li></ul>	<p>January 3, 2022</p>

# Baptist Health 401(k) Investments Options

## Investment Options

American Funds EuroPacific Growth Fund® Class R-6  
Fidelity® 500 Index Fund  
Fidelity® U.S. Bond Index Fund  
Lincoln Stable Value  
Metropolitan West Total Return Bond Fund Plan Class  
Vanguard Mid-Cap Index Fund Institutional Shares  
Vanguard Small-Cap Index Fund Institutional Shares  
Vanguard Total International Bond Index Fund Admiral™ Shares  
Vanguard Total International Stock Index Fund Institutional Shares  
Victory Trivalent International Small-Cap Fund Class R6

Investment elections for future contributions on file in the Thrift Plan as of December 31, 2021, will continue to be invested in these funds unless you direct Fidelity otherwise by making changes to your Thrift Plan account before December 31, 2021.

# Baptist Health 401(k) Investment Options

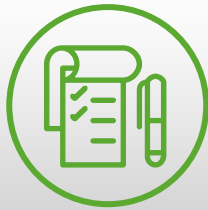
Fund Name
Vanguard Target Retirement 2015 Trust Plus
Vanguard Target Retirement 2020 Trust Plus
Vanguard Target Retirement 2025 Trust Plus
Vanguard Target Retirement 2030 Trust Plus
Vanguard Target Retirement 2035 Trust Plus
Vanguard Target Retirement 2040 Trust Plus
Vanguard Target Retirement 2045 Trust Plus
Vanguard Target Retirement 2050 Trust Plus
Vanguard Target Retirement 2055 Trust Plus
Vanguard Target Retirement 2060 Trust Plus
Vanguard Target Retirement 2065 Trust Plus
Vanguard Target Retirement Income Trust Plus

Investment elections in these options for future contributions on file in the Thrift Plan as of December 31, 2021, will change to a new investment share class in the 401(k) Plan, and will offer the same investment strategy and risk, but the overall expenses will be lower.

Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.

## Next Steps

[www.netbenefits.com/baptist](http://www.netbenefits.com/baptist)



**Review your  
Transition Guide**



**Visit NetBenefits® to  
make changes to  
your deferrals by  
Dec. 17,  
if needed**



**On Jan. 3, 2022, review  
beneficiaries,  
investments, and  
contributions**



**Call Fidelity  
for help  
800-343-0860**

# We're here to help!



Schedule time to talk  
[Fidelity.com/Schedule](https://Fidelity.com/Schedule)



Complimentary consultations

**Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.**

Investing involves risk, including risk of loss.

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This information is intended to be educational and is not tailored to the investment needs of any specific investor.

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