



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



Baptist Health Deaconess 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.

# Get Ready for the Changes Ahead

## Starting January 3, 2022, the New Baptist Health Deaconess 401(k) Plan through Fidelity Will Be Available.

With the new Baptist Health Deaconess 401(k) Plan (the “BH Deaconess 401(k) Plan”), the retirement savings plan benefits will continue to provide you the opportunity to make contributions and receive matching contributions.

### The following changes will be effective January 3, 2022.

- Your eligibility and/or participation in the Baptist Health Thrift Plan will transfer to the BH Deaconess 401(k) Plan through Fidelity.
- All future contributions (both employee and matching) will be directed to the BH Deaconess 401(k) Plan.
- All account balances and outstanding loans, if applicable, in the Baptist Health Thrift Plan and/or Retirement Accumulation Plan (RAP) will remain. Please note, the RAP name will change to the Baptist Health 401(k) Plan on January 3, 2022, and is referred to as “former RAP” throughout this guide.
- You will still have access to and manage your current plan accounts through Fidelity NetBenefits.

### Use this guide as a resource to help you plan for the upcoming changes.

- Discover what the new BH Deaconess 401(k) Plan will offer.
- Review the key transition dates and take note of services that may be temporarily unavailable during the transition.
- Visit the BH Deaconess 401(k) Plan’s transition website at [www.myfidelitysite.com/BHDeaconess401k](http://www.myfidelitysite.com/BHDeaconess401k).

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# Plan Highlights

Baptist Health Deaconess believes in offering a strong benefits program. Together with Fidelity, we'll provide a new level of service and commitment to help you prepare for retirement. The following are highlights of the BH Deaconess 401(k) Plan effective January 3, 2022. Baptist Health Deaconess made the strategic decision to offer employees a new 401(k) Plan for the additional plan flexibility available to nonprofit organizations.

|   |   |
|---|---|
| <p><b>Safe Harbor Matching Contributions - NEW!</b></p> | <p>Baptist Health Deaconess has elected to make “Safe Harbor” matching contributions for all eligible employees. Eligible employees will be entitled to receive the Safe Harbor matching contribution of 100% match up to 3% and 50% match on the next 2% contributed, up to 5% of eligible pay you contribute to the BH Deaconess 401(k) Plan during the plan year. 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>The vesting schedule for balances remaining in the Baptist Health Thrift Plan and/or former RAP will not change. You will continue to become vested in the Thrift Plan and/or former RAP based on your years of service.</p>  |
| <p><b>Payroll Contributions</b></p>                     | <p>Your contributions deducted from your pay, including catch-up contributions, if applicable, in the Thrift Plan will transfer to the BH Deaconess 401(k) Plan. This includes any pretax and/or Roth contribution percentage elections. A Roth contribution option lets you contribute to the Plan on an after-tax basis and make potentially tax-free withdrawals in retirement.<sup>1</sup></p> <p>If you are not currently participating, you may enroll in the BH Deaconess 401(k) Plan beginning January 3, 2022.</p> |
| <p><b>Automatic Enrollment</b></p>                      | <p>Employees hired on or after January 3, 2022, will be automatically enrolled at 3% 60 days from their hire date and are automatically invested in the Plan's default investment option.</p> <p>If you are in the process of being auto enrolled in the Thrift Plan, your automatic enrollment will carry over to the BH Deaconess 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 BH Deaconess 401(k) Plan. This is an optional service that helps you keep pace with your goals by increasing your contribution amount each year.</p>   |
| <p><b>Investment Elections</b></p>                      | <p>Your current investment elections on file in the Thrift Plan will transfer to the BH Deaconess 401(k) Plan. This means that you do not need to make a new investment election in the BH Deaconess 401(k) Plan. Review the <i>Investment Options</i> section of this guide to learn more about investment options.</p>  |

<sup>1</sup> A distribution from a Roth 401(k) is tax-free and penalty-free, provided the five-year aging requirement has been satisfied and one of the following conditions is met: age 59½, disability, or death.



# Plan Highlights (continued)

|   |   |
|---|---|
| <b>Fidelity BrokerageLink®</b>  | <p>BrokerageLink® account balances will remain in the Thrift Plan and/or former RAP. Investment elections directed to your BrokerageLink account in the Thrift Plan will transfer to the BH Deaconess 401(k) Plan. However, you will need to provide consent for your BrokerageLink account in the BH Deaconess 401(k) Plan before transactions can be made.</p> <p>BrokerageLink give you access to additional investment choices for your retirement savings beyond those investment options available in the standard Plan lineup.</p> |
| <b>Fidelity® Personalized Planning &amp; Advice<sup>2</sup></b>   | <p>If you are currently enrolled with this service in the Thrift Plan, your enrollment will continue in the BH Deaconess 401(k) Plan.</p> <p>This service takes the time and stress out of managing your own investments and provides access to a team of professionals that will help you create a plan and stay on track to retirement.</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><br><a href="http://www.netbenefits.com/atwork">www.netbenefits.com/atwork</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.</p> <p>You can use your current username and password to access your BH Deaconess 401(k) Plan account.</p>   |
| <b>Beneficiary Designations</b>   | <p>Review your beneficiaries. Beneficiary information currently on file in the Thrift Plan will transfer to the BH Deaconess 401(k) Plan. Beginning in January 2022 you can review, update, or designate your beneficiaries on NetBenefits at <a href="http://www.netbenefits.com/atwork">www.netbenefits.com/atwork</a> or call <b>800-343-0860</b> for help or to request a beneficiary form.</p>   |
| <b>Investor Centers</b>   | <p>Fidelity has more than 195 Investor Centers across the country. The professionals in the Investor Centers are highly trained to provide you with the latest retirement planning insights and investment help. Investor Center products and services are offered beyond your employer-sponsored retirement plan.</p>  |
| <b>Loans</b>  | <p>Any outstanding loan balances in the Thrift Plan and/or former RAP will not transfer to the BH Deaconess 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 BH Deaconess 401(k) Plan.</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>   |

<sup>2</sup>Fidelity® Personalized Planning & Advice *at Work* is a service of Fidelity Personal and Workplace Advisors LLC and Strategic Advisors LLC. Both are registered investment advisers and Fidelity Investments companies and may be referred to as "Fidelity," "we," or "our" within. For more information, refer to the Terms and Conditions of the Program. When used herein, Fidelity Personalized Planning & Advice refers exclusively to Fidelity Personalized Planning & Advice *at Work*. **This service provides advisory services for a fee, which will be paid from your account.**



# Transition Calendar

To ensure that your current information from the Thrift Plan is transferred accurately to the BH Deaconess 401(k) Plan, there will be a short period when you will be unable to change your current deferral election. Please review this transition calendar to understand how your account may be affected during the transition.

| KEY DATES*                      | PLAN ACTIVITY/ACTION STEPS   |
|---------------------------------|--|
| <b>Before December 17, 2021</b> | <p>Make any changes to your contribution percentage elections, if desired, in the Thrift Plan before this date. Changes will not be allowed after this date until the BH Deaconess 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 BH Deaconess 401(k) Plan.</p>   |
| <b>December 24, 2021</b>        | This is the last date employee and matching contributions are directed to the Thrift Plan.   |
| <b>December 31, 2021</b>        | <p>Your current investment elections (how your contributions are invested) on file in the Thrift Plan will transfer to the BH Deaconess 401(k) Plan.</p> <p>Review the <i>Investment Options</i> section of this guide to learn more about investment elections and the Plan's default investment option in the BH Deaconess 401(k) Plan.</p>  |
| <b>January 3, 2022</b>          | <p>The new Baptist Health Deaconess 401(k) Plan is now available.</p> <p><b>You can now:</b></p> <ul style="list-style-type: none"> <li>• Log on to Fidelity NetBenefits at <a href="http://www.netbenefits.com/atwork">www.netbenefits.com/atwork</a> to view your BH Deaconess 401(k) Plan account.               <ul style="list-style-type: none"> <li>- If you already have a username and password at Fidelity, you can continue to use that information to access your new account.</li> <li>- If you do not have a Fidelity username and password, log on to Fidelity NetBenefits, click <i>Register as a new user</i> at the top of the page, and follow the step-by-step instructions to set up access to your account.</li> </ul> </li> <li>• Review or make changes to your contribution percentage and investment elections that transferred to the BH Deaconess 401(k) Plan.</li> <li>• Enroll in the BH Deaconess 401(k) Plan if you are not currently participating.</li> <li>• Set up your email preferences.</li> <li>• Review your beneficiary. Beneficiary information currently on file in the Thrift Plan will transfer.</li> <li>• Review additional information regarding each investment option's risk, as well as its strategy and objective, including a prospectus or fact sheet if available. Please consider all investment information before choosing your investments.</li> </ul> <p>Your account balance and outstanding loans in the Thrift Plan and/or former RAP will remain. You can still manage your Thrift Plan and/or former RAP account when you log on to Fidelity NetBenefits or when you call Fidelity at <b>800-343-0860</b>.</p> |

## Ask Fidelity

### Have a question?

Ask Fidelity sessions will be available for BHDM and BHDGM employees to get answers to your questions.

| WHEN: | December 6 <sup>th</sup> , 9 <sup>th</sup> , 14 <sup>th</sup> , and 17 <sup>th</sup> | December 7 <sup>th</sup> , 10 <sup>th</sup> , and 15 <sup>th</sup> | December 8 <sup>th</sup> , 13 <sup>th</sup> , 16 <sup>th</sup> |
|-------|--|--|--|
| TIME: | 8:15 a.m. Central Time   | Noon Central Time  | 3 p.m. Central Time  |

**R.S.V.P. TO REGISTER FOR A SESSION**  
[www.myfidelitysite.com/BHDeaconess401k](http://www.myfidelitysite.com/BHDeaconess401k)



# Investment Options

**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.**

## Overview

The Baptist Health Deaconess 401(k) Plan gives you a choice of investment options that allow you the flexibility to build your own strategy to meet your needs—both long- and short-term. After the transition, the BH Deaconess 401(k) Plan investment lineup will include current options as the Thrift Plan although some options will have a new share class. The fund codes, tickers, and gross expense information for the new share class will change. The new share class will offer a similar investment strategy and risk, but the overall expenses will be lower. For this reason and depending on your current investment elections transferring from the Thrift Plan to the BH Deaconess 401(k) Plan, your investment election may change.

Changes could occur during the transition period that could result in changes to the asset transfer strategy described here.

## Your investment options

It is important that you are familiar with the investment options available in the BH Deaconess 401(k) Plan. Additional information regarding each investment option's risk, as well as its strategy and objective, can be found in the *Investment Options Guide* on the Transition Website at [www.myfidelitysite.com/BHDeaconess401k](http://www.myfidelitysite.com/BHDeaconess401k). Please consider all investment information before choosing your investments.

For an explanation of your rights to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with your Plan account, refer to the *Participant Disclosure Notice*.

The investment options listed below will be available in the BH Deaconess 401(k) Plan. 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.

| INVESTMENT OPTION                                   | TICKER SYMBOL |
|---|---------------|
| American Funds EuroPacific Growth Fund® Class R-6   | RERGX         |
| Fidelity® 500 Index Fund                            | FXAIX         |
| Fidelity® U.S. Bond Index Fund                      | FXNAX         |
| Lincoln Stable Value                                | N/A           |
| Metropolitan West Total Return Bond Fund Plan Class | MWTSX         |
| Vanguard Mid-Cap Index Fund Institutional Shares    | VMCIX         |
| Vanguard Small-Cap Index Fund Institutional Shares  | VSCIX         |
| Vanguard Target Retirement 2015 Trust Plus          | N/A           |
| Vanguard Target Retirement 2020 Trust Plus          | N/A           |
| Vanguard Target Retirement 2025 Trust Plus          | N/A           |
| Vanguard Target Retirement 2030 Trust Plus          | N/A           |



| INVESTMENT OPTION  | TICKER SYMBOL |
|--|---------------|
| <i>Vanguard Target Retirement 2035 Trust Plus</i>                  | N/A           |
| <i>Vanguard Target Retirement 2040 Trust Plus</i>                  | N/A           |
| <i>Vanguard Target Retirement 2045 Trust Plus</i>                  | N/A           |
| <i>Vanguard Target Retirement 2050 Trust Plus</i>                  | N/A           |
| <i>Vanguard Target Retirement 2055 Trust Plus</i>                  | N/A           |
| <i>Vanguard Target Retirement 2060 Trust Plus</i>                  | N/A           |
| <i>Vanguard Target Retirement 2065 Trust Plus</i>                  | N/A           |
| <i>Vanguard Target Retirement Income Trust Plus</i>                | N/A           |
| Vanguard Total International Bond Index Fund Admiral™ Shares       | VTABX         |
| Vanguard Total International Stock Index Fund Institutional Shares | VTSNX         |
| Victory Trivalent International Small-Cap Fund Class R6            | MSSIX         |

**Note:** Investment options with a new lower cost share class are listed in *italics*.

The BH Deaconess 401(k) 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.

## Default investment option

Baptist Health Deaconess has determined that future contributions to your account that you have not directed to a specific investment option in the BH Deaconess 401(k) Plan will be invested in the target date fund that has a target retirement date closest to the year you might retire and assumes a retirement age of 65. The target retirement date timeline and retirement age were selected by the Plan sponsor.

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. Please use the guidelines in the table below to determine in which Target Date Fund future contributions will be invested.

| DATE OF BIRTH           | FUND NAME                                    |
|-------------------------|--|
| On or before 12/31/1947 | Vanguard Target Retirement Income Trust Plus |
| 01/01/1948-12/31/1952   | Vanguard Target Retirement 2015 Trust Plus   |
| 01/01/1953-12/31/1957   | Vanguard Target Retirement 2020 Trust Plus   |
| 01/01/1958-12/31/1962   | Vanguard Target Retirement 2025 Trust Plus   |
| 01/01/1963-12/31/1967   | Vanguard Target Retirement 2030 Trust Plus   |
| 01/01/1968-12/31/1972   | Vanguard Target Retirement 2035 Trust Plus   |
| 01/01/1973-12/31/1977   | Vanguard Target Retirement 2040 Trust Plus   |
| 01/01/1978-12/31/1982   | Vanguard Target Retirement 2045 Trust Plus   |
| 01/01/1983-12/31/1987   | Vanguard Target Retirement 2050 Trust Plus   |
| 01/01/1988-12/31/1992   | Vanguard Target Retirement 2055 Trust Plus   |
| 01/01/1993-12/31/1997   | Vanguard Target Retirement 2060 Trust Plus   |
| 01/01/1998 and after    | Vanguard Target Retirement 2065 Trust Plus   |



# Key Dates and Action Steps

## Before December 17, 2021:

- Attend an Ask Fidelity session. If you have questions about the transition, register for a session.
- Make any changes to your contribution percentage election in the Thrift Plan, if desired. Your contribution percentage elections on file as of December 17, 2021, will transfer to the BH Deaconess 401(k) Plan.

## On December 31, 2021:

- Your investment elections in the Thrift Plan will transfer to the BH Deaconess 401(k) Plan.

## On January 3, 2022:

- Visit NetBenefits at [www.netbenefits.com/atwork](http://www.netbenefits.com/atwork) to:
  - Review or make changes to your contribution percentage election that transferred over.
  - Review or make changes to your investment elections that transferred over.
  - Enroll in the plan if you are not currently enrolled.
  - Set up your email preferences.
  - Review your beneficiaries. Beneficiary information currently on file will transfer. Now is a good time to make sure it is up to date.
  - Review additional information regarding each investment option's risk, as well as its strategy and objective, including a prospectus or fact sheet if available. Please consider all investment information before choosing your investments.

- Go mobile! Download the NetBenefits app.

Screenshots are for illustrative purposes only.

System availability and response times may be subject to market conditions.

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## Investing involves risk, including risk of loss.

This document provides only a summary of the main features of the Baptist Health Deaconess 401(k) Plan, and the Plan document will govern in the event of any discrepancies.

BrokerageLink includes investments beyond those in your plan's lineup. You should compare investments and share classes that are available in your plan's lineup with those available through BrokerageLink and determine the available investment and share class that is appropriate for your situation. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance.

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