



Refreshing the Retirement Savings Plan to Better Support You

Trinity Health is grateful for your service and contributions to our Mission. We are announcing changes, effective Jan. 1, 2024, in the Trinity Health 403(b) Retirement Savings Plan and the Trinity Health 401(k) Retirement Savings Plan (collectively, the “Retirement Savings Plan”).

Trinity Health offers the Retirement Savings Plan to help you reach your retirement savings goals. As is customary, we periodically review the Retirement Savings Plan to ensure it continues to meet your needs, reflects changing market conditions and trends, and aligns with the objectives of Trinity Health. The refreshed plan will replace both the current employer matching and core contributions. This brochure highlights changes to the plan and resources available to you.

Starting Jan. 1, 2024, Trinity Health will match up to 10% of your voluntary contributions as follows:*

100% Match

on first 3% of eligible pay you contribute



50% Match

on next 7% of eligible pay you contribute

This means if **you contribute up to 10%** of your eligible pay, **Trinity Health will contribute up to 6.5%***



It's Easier to Understand

Simply, the more you contribute, the more Trinity Health contributes. You will no longer need to figure out how many years of credited service you have to determine your match.



Encourages Greater Savings

Starting on Jan.1, 2024, the refreshed match design will replace current employer matching and core contributions. Eligible colleagues will receive the 2023 employer core contribution in February 2024.



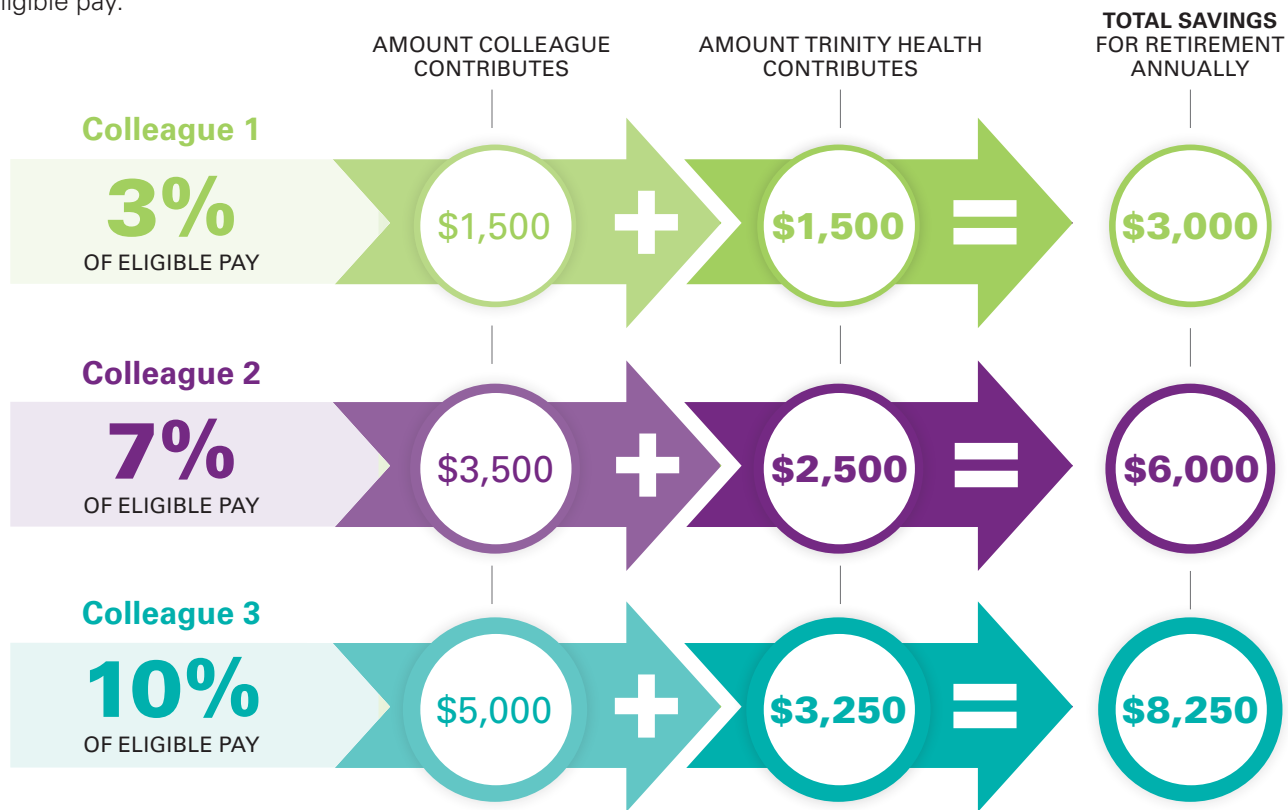
Savings Are Automated

The more you save, the more Trinity Health will match. Beginning with the first paycheck of 2024, you will be automatically enrolled in the plan at 2% of eligible pay if you are not already contributing. Also, you can enroll in the Annual Increase Program (see page 3 for more info).

* Subject to IRS contribution and pay limits.

The More You Save, the More Trinity Health Contributes




When you contribute more to your retirement, Trinity Health does too. Take a look at how savings differ depending on how much you contribute. In these examples, each colleague earns \$50,000 a year, yet contributes different percentages of eligible pay.



Note: Any colleague contributions, and, if eligible, employer contributions are made each pay period and are subject to IRS limits explained on next page. For illustrative purposes, annualized amounts are used to simplify the calculations.

What Is Staying the Same?

Trinity Health’s commitment to partnering with you to save for retirement is staying the same, as well as many other features. The chart below illustrates the key features that will not change.

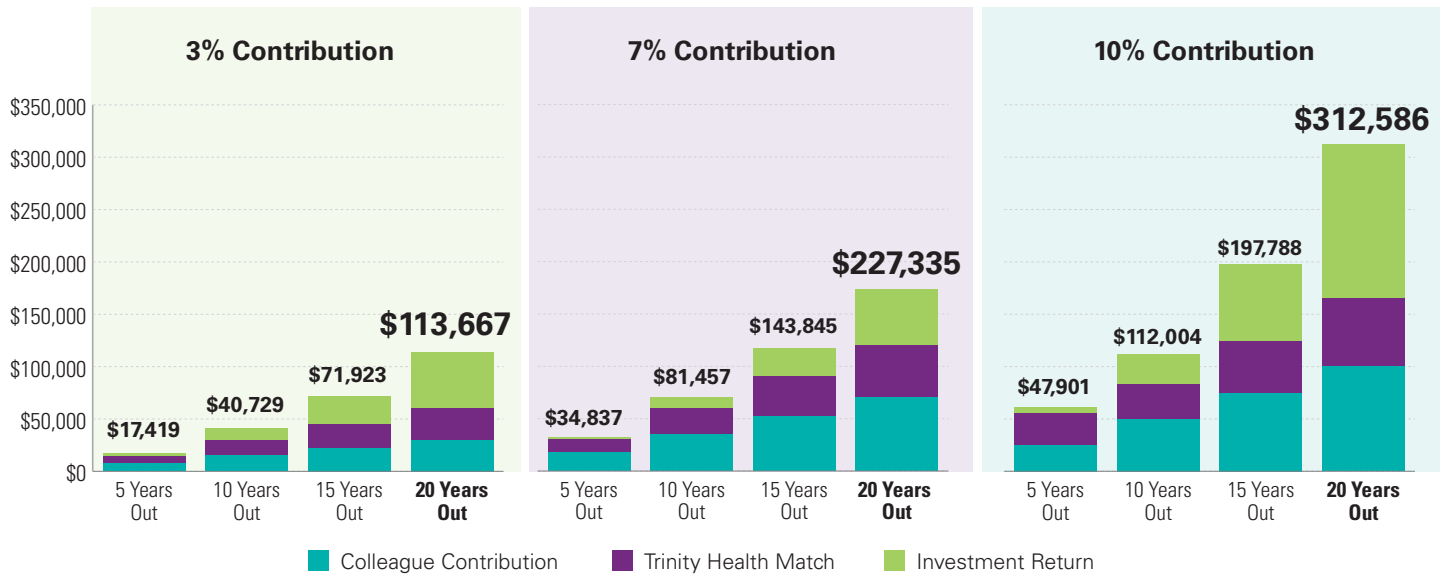
Plan Feature	Description
Match Eligibility** 	<ul style="list-style-type: none"> Full-time colleagues who are scheduled to work at least 1,560 hours of service in a plan year are eligible to receive the match. Part-time colleagues who complete at least 1,000 hours of service in a plan year are eligible to receive the match.
Vesting 	<ul style="list-style-type: none"> Colleague contributions are always 100% vested. Employer contributions require 3 years of vesting service to be 100% vested. <p><i>A year of vesting service is obtained when you are credited with at least 1,000 hours of service in a plan year.</i></p>
Fidelity 	Fidelity is the plan recordkeeper and administrator of the Retirement Savings Plan; they answer questions and provide tools to help you plan for retirement.

** Certain Grandfathered Participants do not have to satisfy any hours of service requirements to be eligible for a matching contribution. See the Summary Plan Description for more details.

How Will Your Savings Grow?

The charts below illustrate how a change in your retirement contribution, plus the corresponding increase in the employer match, can add up over time.

Projected Account Balances



Note: The models look over a period of 20 years and assume an annual \$50,000 income and an annual return on investment of 6% (actual returns will vary based on investment mix and performance in individual accounts). Further, these estimates are conservative as they do not forecast any pay increases over time.



Consider Increasing Your Savings Through the Annual Increase Program

Log onto your Retirement Savings Plan account at Fidelity Workplace Services, LLC or call the Fidelity Retirement Benefits Line at 800-343-0860 to enroll in the Annual Increase Program. This allows you to gradually increase your savings rate by 1% each year or at a rate you choose. Use this feature to increase your match opportunity and grow your account. Once you sign up, you don't have to think about it. The annual increase will happen automatically, but you may choose to opt out at any time.

IRS Limits: All contributions to the Retirement Savings Plan are subject to IRS contribution and pay limitations. For 2023, your contribution limit is \$22,500. If you are age 50 or over, the catch-up contribution limit is \$7,500, so you can contribute \$30,000. The IRS 2023 pay limit is \$330,000.

What This Means to You

If you are deferring a high percentage to the plan or have a higher salary, you may reach one of the IRS limits before the end of the year, which means you may have maximized your annual contributions.

While the information herein can assist you with understanding upcoming changes to the Retirement Savings Plan, it is only an overview. If there is any conflict between the material in this document and the official plan documents, the plan documents will govern. Trinity Health may amend or terminate the Retirement Savings Plan at any time.

Take Action

We are committed to providing a meaningful retirement plan that supports the needs of you and your family.



Total Rewards Retirement
20555 Victor Parkway
Livonia, MI 48152

MAILING
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- **Learn more.** Review the **Trinity-Health.org/myretirement** site, which provides FAQs, match calculator and more details.



- **Attend one of the upcoming webinars.** See site for dial-in information (all Eastern Time).

- Tues, Oct. 10 @ 10am
- Wed, Oct. 11 @ 4pm
- Fri, Oct. 13 @ 12pm
- Mon, Oct. 16 @ 11am
- Mon, Oct. 16 @ 4pm



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- **Ask questions.** Call the Fidelity Retirement Benefits Line at 800-343-0860 or use the chat function to connect with a representative when you log into your account at **NetBenefits.com**.



Please consider the new employer match formula and determine if you can contribute more to take advantage of it.



Trinity Health Retirement Savings Plan

Partnering with you to save for retirement.

Look inside...