

THIS BENEFIT ALLOWS YOU TO DEFER ADDITIONAL INCOME PRE-TAX ABOVE AND BEYOND THE LIMITS IN YOUR 403(b) PLAN!

Benefit

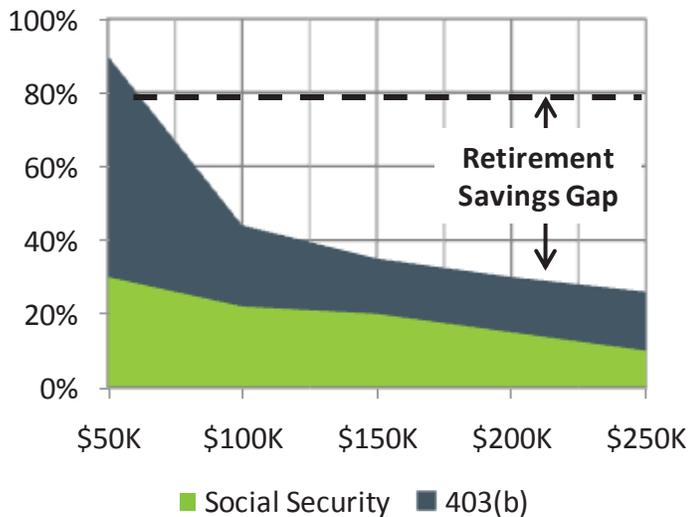
457(b) Plan

OhioHealth offers you the opportunity to defer additional compensation on a pre-tax basis above and beyond the limits in your 403(b) Plan.

How it works

- You may defer compensation on a pre-tax basis
- Deferral limit is \$24,500 for 2026 (and is in addition to the deferrals in your 403(b) Plan)
- Account tax-sheltered until distributed (with the exception of Social Security and Medicare taxes)
- Earnings based on mutual fund selections
- You may adjust your election throughout the year
- Distribution of the account is available upon termination (election must be made within 30 days of termination)
- Benefits may be paid out in a lump sum upon termination or within a 5 year period from termination, annually over a maximum of 5 years or transferred to another 457(b) Plan
- Investments are owned by OhioHealth and are available to creditors in the event of OhioHealth's insolvency

RETIREMENT SAVINGS GAP



Assumptions: Age 45, retirement age 60, 20 years of retirement payment, maximum 403(b) each year, 8% return pre- and post-retirement, Social Security benefits begin at 62, 4% salary scale.

OhioHealth has hired Aon to administer this benefit. Your plan contacts are:

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AVP
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457(b)

Contributions

- ▶ The 457(b) deferral plan is a non-qualified, tax-sheltered opportunity to contribute pre-tax payroll deductions (elective deferrals) to the plan in order to accumulate retirement income above the legislative limits imposed on the OhioHealth 403(b) Retirement Plan.
- ▶ Under the 457(b) plan, you may elect to defer your salary up to the legislative limit. This limit is established by the Internal Revenue Code and is subject to annual increases.
- ▶ The allocations are made to your account each pay period. OhioHealth credits earnings to your account as if it were invested in your choice of investment options offered. However, OhioHealth is not required to actually purchase the investments you choose.
- ▶ You may increase or decrease your election during the year with respect to compensation not yet earned. To make a change please contact your Aon representative.
- ▶ Deferrals are considered earnings at the time earned, regardless of when paid, for purposes of calculating Social Security and Medicare taxes.

Distribution

- ▶ Your 457(b) deferral plan account balance is available for distribution when you leave your employment with OhioHealth. This includes voluntary or involuntary termination, retirement, termination due to disability, and death.
- ▶ At termination, within 30 days you make an election for receipt of your account balance (provided distributions commence prior to age 72 Your options include:
 - A lump sum distribution may be done at termination or at any date within a five year period.
 - Your account will be liquidated shortly upon receipt of your election form but your employer cannot distribute the benefit until 60 days following your termination date.
 - Periodic payments may be done over a five year period beginning when you terminate employment.
 - Transfer/rollover your 457(b) plans to another like 457(b) plan, if the new plan accepts transfers or rollovers. It cannot be transferred or rolled into a qualified plan (such as an IRA, 403(b) or 401(k) plan).
- ▶ If you do not make a distribution election within 30 days from termination, you will be defaulted to the lump sum distribution.
- ▶ In the event of permanent disability or death, OhioHealth will distribute the plan balance in a lump sum to you or your beneficiary, as appropriate.

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457(b)

- ▶ If you believe you have suffered an unforeseeable emergency, you may petition OhioHealth for early distribution of so much of your account balance as is necessary to eliminate such financial hardship.
- ▶ Benefits are subject to taxes as they are distributed.
- ▶ This benefit is payable from OhioHealth's general assets. If OhioHealth becomes insolvent, you will be an unsecured creditor and will have no preferred claim to any assets. However, a special Umbrella Trust has been approved to safeguard this benefit from any other contingencies such as change of control of OhioHealth.

ACCOUNT ACCESS

RETIREMENT - AON



ALERUS

- Go to **alerusrb.com**, click **Log in**, select **My Alerus**, click **Go**.
- The first time you log in, you will need to create an account. Click **Setup online access**. You will need your Social Security number and date of birth. Under Alerus Account Verification, select **Hire Date (Retirement and Benefits Participants Only)**.
- Review the electronic consent form and terms and conditions, click **Accept**.
- Select a phone number and your preferred method of authentication (text or call), click **Submit**.
- Enter the six-digit code sent via text or call, click **Submit**.

Summary

- View customized alerts regarding your plan or your company
- Access high-level, at-a-glance summary information
 - Year-to-date account balance
 - Personal rate of return
 - Balance history
- Use calculators to help plan your retirement
- View profile information and management statement delivery in My Profile.

My Balance

- View balance by investment, source, or asset class
- Query an activity summary by investment or source
- Download your account history to import into Quicken or in a universal CSV format

My Contributions

- The Contribution Summary tab provides:
 - At-a-glance contribution history by source for each year with Alerus
 - Year-to-date contributions by source
- The Contribution Investments tab shows future contribution investments

Change My Investments

- Change how future contributions will be invested
- Change how your current account balance is invested
- Transfer specific amounts
- Establish a schedule to automatically rebalance your account
- View pending transactions

Investment Performance

- View personal rate of return for stated time frames or a specific date range
- Access fund performance, expense ratios, and prospectuses
- View the daily price of investments, or search for prices by date

My Documents

- Retrieve copies of your statements
- View the confirmation of activity you initiated in your account
- Download account tax documents

Non-Standard Features

These features are only visible if allowed by your plan:

- Change My Contributions
- Loan Center
- Distribution Center

For More Information

Client Service Center

800.433.1685

info@alerus.com