

**ST. CLAIRE HEALTHCARE 403(B) PLAN**  
**403(b) Governmental AA**  
**Plan Document Summary**  
**Prepared as of 8/12/2024**

This Plan Document Summary (“Summary”) is intended to provide you with a high-level overview of the major features of your plan based on the most recently drafted plan document in our files. The Summary is not intended to replace your plan document or Summary Plan Description (SPD). If this Summary describes any provisions of your plan that have not been adopted (including provisions in an amendment to the plan that has not been signed), those provisions will not be operational until the plan or amendment has been signed and dated. Finally, if the provisions described in this Summary and the plan document or SPD conflict, the provisions of the plan document and SPD govern.

**EMPLOYER/PLAN INFORMATION**

**EFFECTIVE DATE OF PLAN:**

- **New Plan effective:** 7-1-2024

**PLAN NUMBER:** 002

**EMPLOYER INFORMATION**

**Name:** St. Claire Medical Center, Inc. DBA St. Claire HealthCare  
**Address:**  
 222 Medical Circle Morehead, KY40351

**DEFERRALS, ER CONTRIBUTIONS, MATCH**

Deferrals	ER Contributions	Match
No excluded Employees	No excluded Employees	No excluded Employees

**MINIMUM AGE AND SERVICE**

Deferrals	ER Contributions	Match
<b>Minimum Age:</b> None	<b>Minimum Age:</b> Age 21 <b>Minimum Service:</b> One Year of Service <b>Year of Service:</b> 1,000 HOS <b>Computation Period:</b> Shift to Plan Year	<b>Minimum Age:</b> Age 21 <b>Minimum Service:</b> One Year of Service <b>Year of Service:</b> 1,000 HOS <b>Computation Period:</b> Shift to Plan Year

**ENTRY DATES**

Deferrals	Employer Contributions	Matching Contributions
<b>Entry Dates:</b> Immediate	<b>Entry Dates:</b> Quarterly <b>Timing of Entry Dates:</b> Coinciding with or next following	<b>Entry Dates:</b> Quarterly <b>Timing of Entry Dates:</b> Coinciding with or next following

**COMPENSATION**

**DEFINITION OF PLAN COMPENSATION:**

**TOTAL COMPENSATION:** Withholding Wages

Deferrals	Employer Contributions	Matching Contributions
<p><b>PLAN COMPENSATION:</b> Total Compensation with following exclusions:</p> <ul style="list-style-type: none"> <li>• Fringe benefits</li> <li>• Unused sick leave, vacation, or other leave paid after severance of employment.</li> <li>• Payments received by an Employee pursuant to a nonqualified unfunded deferred compensation plan</li> </ul> <p><b>COMPENSATION PERIOD:</b> Plan Year</p>	<p><b>PLAN COMPENSATION:</b> Total Compensation with following exclusions:</p> <ul style="list-style-type: none"> <li>• Fringe benefits</li> <li>• Unused sick leave, vacation, or other leave paid after severance of employment.</li> <li>• Payments received by an Employee pursuant to a nonqualified unfunded deferred compensation plan</li> </ul> <p><b>COMPENSATION PERIOD:</b> Plan Year <b>COMPENSATION ONLY WHILE PARTICIPANT:</b> Yes</p>	<p><b>PLAN COMPENSATION:</b> Total Compensation with following exclusions:</p> <ul style="list-style-type: none"> <li>• Fringe benefits</li> <li>• Unused sick leave, vacation, or other leave paid after severance of employment.</li> <li>• Payments received by an Employee pursuant to a nonqualified unfunded deferred compensation plan</li> </ul> <p><b>COMPENSATION PERIOD:</b> Plan Year <b>COMPENSATION ONLY WHILE PARTICIPANT:</b> Yes</p>

**SALARY DEFERRALS**

**LIMITS ON SALARY DEFERRALS:** 75% of Compensation

**AGE 50 CATCH-UP CONTRIBUTIONS:** Yes

**SPECIAL CATCH-UP CONTRIBUTIONS:** No

**FREQUENCY OF DEFERRAL CHANGES:** As designated in Salary Reduction Agreement (or other written procedures)

**ROTH CONTRIBUTIONS:** Yes

**IN-PLAN ROTH CONVERSIONS:** Yes

**EMPLOYER CONTRIBUTIONS**

**EMPLOYER CONTRIBUTION FORMULA:**

- Discretionary contribution with Employee group allocation using following groups:
  - Each participant in his/her own group

**EXCLUDED EMPLOYEES**

**ALLOCATION CONDITIONS:**

- Completion of at least 1000 hours of service during Plan Year using actual Hours

**MATCHING CONTRIBUTIONS**

**MATCHING CONTRIBUTION FORMULA:**

- Discretionary match

**ELIGIBLE CONTRIBUTIONS:** Following amounts are eligible for match:

- Pre-tax Salary Deferrals
- Roth Deferrals
- Age 50 Catch-Up Contributions

**PERIOD FOR DETERMINING MATCH:** Payroll period

**ALLOCATION CONDITIONS:**

- Completion of at least 1000 hours of service during Plan Year using actual Hours

**SAFE HARBOR CONTRIBUTIONS**

**PLAN IS NOT SAFE HARBOR**

**AFTER-TAX CONTRIBUTIONS**

**NOT ALLOWED**

**MANDATORY CONTRIBUTIONS**

**NOT ALLOWED**

**VESTING**

ER Contributions	Match
Normal Vesting Schedule: 5-year graded	Normal Vesting Schedule: 5-year graded

**EXCLUDED SERVICE:** All service counts

**INCREASE IN VESTING:** Vesting increases to 100% upon:

- Death
- Disability

**FORFEITURES:**

Employer Contributions	Matching Contributions
<ul style="list-style-type: none"> <li>• Reduce contributions in Plan Year following forfeiture</li> <li>• May be used to pay expenses</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce contributions in Plan Year following forfeiture</li> <li>• May be used to pay expenses</li> </ul>

**RETIREMENT AGE AND DISTRIBUTIONS**

**NORMAL RETIREMENT AGE:** Age 65

**FORM OF DISTRIBUTION:**

- Lump sum
- Partial distributions and repetitive payments

**TIMING OF DISTRIBUTIONS – ABOVE \$5,000:** Reasonable time following termination

**TIMING OF DISTRIBUTIONS – NOT EXCEEDING \$5,000:** Reasonable time following termination

Deferrals	Employer Contributions	Matching Contributions
<b>In-Service Distributions:</b> <ul style="list-style-type: none"> <li>• Age 59 1/2</li> <li>• Hardship</li> <li>• Qualified Reservist Distribution</li> </ul>	<b>In-Service Distributions:</b> <ul style="list-style-type: none"> <li>• Age 59 1/2</li> </ul>	<b>In-Service Distributions:</b> <ul style="list-style-type: none"> <li>• Age 59 1/2</li> </ul>

**DISTRIBUTION UPON DISABILITY:** Special rules apply.

**ROLLOVER CONTRIBUTIONS:** May be distributed at any time

**LOANS:** Permitted

**PARTICIPANT DIRECTION:** Allowed from all accounts.

**ROLLOVERS:** Yes

**CONTRACT EXCHANGES:** Yes

**PLAN-TO-PLAN TRANSFERS:** Yes