



Dear Cone Health Retirement Plan participant,

Department of Labor regulations require employers to provide several disclosures to participants each year. To meet these requirements, we are providing you with the following information / notices.

Annual Fee Disclosure

Most of our retirement plan participants and all of our eligible employees will only receive a fee disclosure from our current provider, Corebridge Financial. However, some of our participants have maintained balances with our prior service providers (Fidelity, Empower, and/or Transamerica). If you have a balance with a prior service provider, we have attached the required disclosures. *We encourage you to review the expense, return and contractual obligations of these prior service providers to determine if maintaining a balance with them continues to be a prudent choice for you. If you need additional information to assist you with this analysis, please contact one of our Corebridge Financial on-site financial professionals at 336.870.5703.*

Cone Health’s Retirement Plan Committee consistently monitors our plans to ensure that participant fees are reasonable given our plan size and service arrangement. Based on industry analysis, we believe the fee structure for our Corebridge Financial arrangement is both competitive and straightforward.

Ongoing Fees (Corebridge Financial Arrangement)

- Corebridge Financial assesses a quarterly fee for plan administration and employee support services of approximately 0.012% (0.047% annually). Please refer to “Plan Information and Administrative Expenses” in Section IV, of the enclosed annual fee disclosure for more detailed information.
- For plan consulting, investment selection, and monitoring support, our Retirement Plan Committee is advised by Veratis Advisors, Inc. At current plan asset levels, Veratis’s quarterly fee is 0.002% (0.008% annually).
- Each investment option available in our retirement plans has an associated expense ratio or management fee, which is outlined in the attached Corebridge Financial Fee Disclosure document. Some of our investment options provide mutual fund reimbursements to Corebridge Financial for services they perform on behalf of the investment company, but Corebridge Financial does not keep this money. Instead, they credit the money back to participants invested in the option that generated the reimbursement.

Example of Ongoing Fees

A participant who selects the 2065 Aggressive Target Date* Portfolio would pay the following fees on an annual basis - *if they did not initiate transactions that would trigger a one-time fee such as taking a loan or frequent trading.*

Fee Source	Annual Fee (% of assets)	Annual Fee (per \$1,000 invested)
Corebridge Financial Administrative Fee	0.047%	\$0.47
Veratis’s Advisory Fee	0.008%	\$0.08
Avg. Mutual Fund Expense Ratio	0.482%	\$4.82
(Less: Mutual Fund Reimbursements)	(0.015%)	(\$0.15)
Total Ongoing Fees	0.522%	\$5.22

The fee summary above reflects information as of September 30, 2024 and represents the Target Date Portfolio option with the highest weighted average expense ratio. Mutual fund expense and reimbursement information can change at any time. Fees and expenses are only one of several factors you should consider when making investment decisions.

*The principal value of an investment in a target date fund is not guaranteed at any time including at or after the target maturity date. The target date is the approximate date when investors plan to start withdrawing their money. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date.

One-Time Fees (Corebridge Financial Arrangement)

- There are fees for participant specific transactions such as loans.
- If a participant elects to invest in a self-directed brokerage account, there are separate fees for these accounts.

Auto-Enrollment / Qualified Default Investment Alternative (QDIA) Notice

The Auto-Enrollment / QDIA Notice is required to ensure that you are aware of the auto-enrollment feature in the 403(b) plan and how your account will be invested if you do not make an investment election in the 403(b) or 401(a) plans.

Summary Annual Report

The Summary Annual Report is a condensed version of the report that the 403(b) and 401(a) plans must file with the IRS annually.

Managing your account and making investment elections



Visit conehealth.corebridgefinancial.com to make investment election changes online.



Call **1.800.448.2542**, to make invest elections by phone with a Client Service Professional. Your group number is #65913.



Schedule an appointment with one of our three dedicated Corebridge financial professionals, by calling **336.870.5703**.

If you have any questions regarding the information included in this letter, please do not hesitate to call one of our on-site Corebridge financial professionals or Human Resources at **336.832.8100**.

Sincerely,

Cone Health Benefits Team

Investing involves risk, including the possible loss of principal. Investment values of variable products fluctuate so that investment units, when redeemed, may be worth more or less than their original cost.

Securities and investment advisory services offered through VALIC Financial Advisors, Inc. (VFA), member [FINRA](#), [SIPC](#) and an SEC-registered investment adviser.

VALIC Retirement Services Company (VRSCO) provides retirement plan recordkeeping and related services and is the transfer agent for certain affiliated variable investment options.

VFA and VRSCO above are wholly owned subsidiaries of Corebridge Financial, Inc. Corebridge Retirement Services, Corebridge Financial and Corebridge are marketing names used by these companies.

Veratis Advisors, Inc. is an independent investment consultant for Cone Health and is not affiliated with Corebridge Financial, Inc.