

Baptist Health System, Inc. Matched Savings Plan and
Pavilion Health Services 401(k) Plan (the “Plans”)

**AUTOMATIC CONTRIBUTION /
QUALIFIED DEFAULT INVESTMENT ALTERNATIVE NOTICE FOR 2024 PLAN YEAR**

From: Plan Administrator, Baptist Health System, Inc. Matched Savings Plan and
Pavilion Health Services 401(k) Plan (“Plans”)

Plan Sponsor: Baptist Health System, Inc. (“Employer”)

Re: Notice of Default Investments under the Plan.

The provisions below apply to the Plans for the Plan Year beginning January 1, 2024.

AUTOMATIC CONTRIBUTION ARRANGEMENT

Automatic contributions (deferrals): You are eligible to participate in one of the above-referenced Plans and this notice advises you of certain rights and obligations you have under that Plan. The Plan includes an Automatic Contribution Arrangement (“ACA”) for new hires on or after January 1, 2018 and, effective December 26, 2021, for employees who transfer from a not-for-profit employer to a for-profit employer (or vice versa). Effective August 17, 2020, temporary employees are excluded from being automatically enrolled in the Plans. Under the ACA provisions of the Plan for the 2024 plan year, Baptist Health System, Inc. will automatically withhold from your compensation 3% per pay period (referred to as the “automatic deferral percentage”) and will transmit the withheld amount to the Plan as your elective deferrals.

If you wish to defer the automatic deferral percentage, you do not need to make a deferral election. You will be automatically enrolled in the Plan at a contribution rate equal to 3% per pay period, beginning with your first paycheck following 60 days of employment. If you do not wish to defer any of your compensation, or you wish to defer a percentage of your compensation different from (either more or less than) the automatic deferral percentage, you must make a “Contrary Election” within 60 days of your employment, and before the first automatic deferral to which this notice applies, to defer a different percentage of your compensation (including zero).

Your Contrary Election will be effective as soon as the Plan Administrator reasonably can implement your election after receipt and will remain in effect unless and until you change it. If you wish to start making elective deferrals earlier, you may, at any time after your date of hire, make a salary reduction election online which will be effective as soon as the Plan Administrator can reasonably implement your election after receipt.

Limited right to withdraw automatic deferrals: Within the time period described in this paragraph, you may elect to have the Plan distribute to you all of your prior automatic deferrals and allocable earnings on the deferrals. You may make this election on the permissible withdrawal form the Plan Administrator will provide to you upon request. You must make this election no later than 90 days after the first automatic deferral is taken from your compensation. If you elect to withdraw all of your prior automatic deferrals, you will pay income tax on the distributed amount, but you will not be subject to the 10% premature distribution penalty tax, even if you receive the distribution prior to age 59½.

Employer matching contribution: Keep in mind that once you have completed one year of service, the Employer will match 35% of your deferral contributions up to a maximum deferral of 5% of your compensation. You will become vested in your Employer matching contribution at a rate of 33-1/3% after 2 years of service, 66-2/3% after 3 years of service and 100% once you complete 4 years of service.

QUALIFIED DEFAULT INVESTMENT ALTERNATIVE

How are my Plan account(s) invested: If you do not provide investment instructions as to how you wish to have your contributions invested, the Plans will invest them on your behalf in a Target Date Fund. The fund that closely corresponds to your age based on the date of birth ranges below will be used as your qualified default investment alternative.

If you make a contribution to the Plan(s), or if the employer makes a contribution to the Plan(s) on your behalf, including elective deferrals under an automatic contribution arrangement, the QDIA will be used unless you have provided investment instructions.

Right to Direct Investments: You have the right to direct the investment of all of your accounts in any of the investment choices available under the Plans. Even if the Plans invest some or all of your accounts in the QDIA, you have the continuing right to direct or redirect the investment of your accounts.

You may change your investments at any time. You are also entitled to invest in any of the alternative investment choices offered under the Plans without incurring a financial penalty.

Default investment: You may invest your account(s) in any of the investment choices offered under the Plan. If you do not make an election as to how the Plan should invest your contributions, then the Plan will invest your new contributions in the “default” investments that the Plan Administrator has selected. The default investments are the State Street Target Retirement funds based on age and are more fully explained below.

Description of default investments for the Baptist Health System, Inc. Matched Savings Plan: The description of the default investments are as follows. Investment fees are 0.09% and are subject to change.

Fund	Ticker	Birth Date Range
State Street Target Retirement Income (Class K)	SSFOX	Before 1953
State Street Target Retirement 2020 (Class K)	SSBOX	1953 – 1957
State Street Target Retirement 2025 (Class K)	SSBSX	1958 – 1962
State Street Target Retirement 2030 (Class K)	SSBYX	1963 – 1967
State Street Target Retirement 2035 (Class K)	SSCKX	1968 – 1972
State Street Target Retirement 2040 (Class K)	SSCQX	1973 – 1977
State Street Target Retirement 2045 (Class K)	SSDEX	1978 – 1982
State Street Target Retirement 2050 (Class K)	SSDLX	1983 – 1987
State Street Target Retirement 2055 (Class K)	SSDQX	1988 – 1992
State Street Target Retirement 2060 (Class K)	SSDYX	1993 – 1997
State Street Target Retirement 2065 (Class K)	SSFKX	After 1997

Description of default investments for the Pavilion Health Services 401(k) Plan: The description of the default investments are as follows. Investment fees are 0.065% and are subject to change.

Fund	CUSIP	Birth Date Range
State Street Target Retirement Income (CL V)	857480560	Before 1953
State Street Target Retirement 2020 (CL V)	857480669	1953 – 1957
State Street Target Retirement 2025 (CL V)	857480651	1958 – 1962
State Street Target Retirement 2030 (CL V)	857480644	1963 – 1967
State Street Target Retirement 2035 (CL V)	857480636	1968 – 1972
State Street Target Retirement 2040 (CL V)	857480628	1973 – 1977
State Street Target Retirement 2045 (CL V)	857480610	1978 – 1982
State Street Target Retirement 2050 (CL V)	857480594	1983 – 1987
State Street Target Retirement 2055 (CL V)	857480586	1988 – 1992
State Street Target Retirement 2060 (CL V)	857480578	1993 – 1997
State Street Target Retirement 2065 (CL V)	857480420	After 1997

Investment objectives: The investment objectives of the State Street Target Retirement Funds are to seek capital growth and income

over the long term.

Where to go for Further Information: Investors should carefully consider the investment objectives, risks, fees, charges and expenses before investing. This and other important information is contained in the prospectus, which can be obtained from your financial professional or by accessing your account at www.corebridgefinancial.com/rs/baptisthealthjacksonville. You can also request a prospectus by contacting the Corebridge financial professionals at (904) 202-2812 (office) or at the number listed below.

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