

Take **action** on your retirement plan

Schuylkill Health System

403(b) and 401(a) Retirement Plan Highlights

Schuylkill Health System 403(b) and 401(a) retirement plan affords you an excellent opportunity to help accumulate money for a secure retirement. You contribute pretax dollars automatically by convenient payroll deduction, which might lower current income taxes. You also have the option to make after-tax contributions to a Roth account in the plan by convenient payroll deduction. Schuylkill Health System also contributes to a 401(a) retirement plan account in your name. Any 401(a) contributions are made with pretax dollars.

This is not your plan document or your Summary Plan Description. The administration of each plan is governed by the actual plan document. If discrepancies arise between this summary and the plan document, the plan document will govern.

Eligibility

Participation in the 403(b) plan is open to: Employees of Lehigh Valley Hospital - Schuylkill that are part of a collective bargaining unit (union). The plan does not allow participation by:

- Non-union employees
- Leased employees

All eligible employees can make pretax contributions to the plan as soon as administratively possible following the date of hire. An after-tax Roth option is also available.

Participation in the 401(a) plan is open to employees of Lehigh Valley Hospital - Schuylkill that are part of a collective bargaining unit (union) who have met the following requirement[s]:

- Attained age 21
- Completed on year of service, as defined by the plan

Non-union employees are also excluded.

Pretax or Roth contributions

You have a choice regarding your elective contributions. You can direct all of your contributions to a traditional pretax account, to a Roth account or to a combination of the two. Contributions to a Roth account are after-tax.

Regardless of your election, you are subject to the annual contribution limits.

A designated Roth 403(b) account offers a way to set aside after-tax money and, when you retire, make tax-free withdrawals of principal, interest and earnings if certain conditions are met.

A qualified distribution is one that is taken after the end of the five-year period beginning the first year in which a Roth contribution was made and reaching age 59½, death, total disability or a qualifying first-time home purchase. If you split your contributions between your pretax and after-tax accounts the type of contribution (i.e., percent of pay or dollar amount) must be the same.

For example, if you elect a percent of pay in your pretax contribution you must also elect a percent of pay in your after-tax contribution.

Schuylkill Health System 403(b) and 401(a) Retirement Plan Highlights

Enrolling is easy! Here's how ...

Simply decide how much you want to save and how you want to invest contributions to your account. There are three convenient ways to enroll:

- **Online** – Visit lvhn.corebridgefinancial.com
- **By phone** – Call our Enrollment Center at 1.888.569.7055 between 8:30 a.m. and 8:00 p.m. (ET).
- **In person** –

**Schuylkill Health
Ike Pius** – Cell 484.619.5605

District Office
Corebridge Financial District Office
Penn Center West 3, Suite 220
Pittsburgh, PA 15276
Office: 412.494.7302

If you are not currently contributing to the 403(b) plan and wish to do so or if you wish to add Roth after-tax contributions, you will need to know your work location's access code to enroll. For new participants who wish to enroll in pretax or Roth after-tax contributions, you will need to use access code 491110950. For existing participants who wish to add Roth contributions, you will need to use access code 491110955. If you wish to update your investment elections for the 401(a) plan you will also need to enroll. Please use access code 491111150 when prompted.

Your contributions (subject to plan terms)

Through payroll deduction, your 403(b) plan allows you to make pretax and/or aftertax (Roth) contributions up to the maximum allowed by the Internal Revenue Code. An Internal Revenue Service (IRS) dollar limit also applies. The dollar limit is \$23,500 for 2025.

If you have an existing qualified retirement plan (pretax), qualified retirement plan (after-tax), 403(b) tax-deferred arrangement, deferred compensation plan or non-profit plan account with a prior employer or hold a traditional IRA account, you can transfer or roll over that account into the plan once you become a participant in the plan.

Catch-up contributions

- You might be eligible to contribute up to an additional \$7,500 in 2025 if you are age 50-59 or 64.
- You might be eligible to contribute up to an additional \$11,250 in 2025 if you are age 60 to 63.

Catch-up contribution eligibility is determined by your age as of 12/31/2025. See your Benefits Administrator for more details.

Employer contributions

The 401(a) plan provides for Schuylkill Health System to make contributions.

- Schuylkill Health System can make profit-sharing contributions at its discretion, which will be allocated among all eligible employees.

Vesting

Vesting refers to your "ownership" of a benefit from the plan.

You are 100% vested in deferrals in the 403(b) plan.

For the 401(a) plan the employer contributions to the plan, plus any earnings they generate, are vested as follows:

Years of service	Vesting percentage
Fewer than 3	0%
3 or more	100%

In-plan Roth conversions

If you currently have a vested 403(b) pretax account balance, you are able to convert the account to a Roth account if you wish to do so. This would include any pretax salary deferrals, as well as any employer contributions made to the plan on your behalf. You do not need to meet the eligibility criteria for distributions in order to do this. Please note though that you can only move money that is fully vested. In converting to Roth, you will need to include this amount in your gross income for the year in which the conversion occurred. Switching from pretax to Roth has tax implications that are unique to your current and expected future financial situation in retirement. It is recommended that you consult with a financial professional or a tax advisor to see if this is a good strategy for you.

Loans

- All loans must generally be repaid within five years. A longer term of 15 years may be available if the loan is to be used to purchase your principal residence.
- You can have one loan outstanding at a time.
- You pay interest back to your account. The interest rate on your loan will be the Prime Rate plus 1%.
- Loans must be repaid at least quarterly via ACH debit from your checking account if the participant is per diem. If the participant is full time or part time, payroll deduction repayment is used.
- Each loan from a mutual fund account is assessed:
 - A one-time \$50 loan processing fee.
 - A \$30 annual maintenance fee, which is deducted on a quarterly basis and processed pro-rata against all investment options in your account.

Other requirements and limits must be met prior to borrowing money from your account. For additional information regarding loans, please see your financial professional. Refer to the Summary Plan Description for more details about this participant loan feature.

Fee disclosure information

Obtain specific fee disclosure and fund performance information by visiting lvhn.corebridgefinancial.com and clicking on "Fee Disclosure" at the bottom of the screen.

You decide how to invest your plan account, selecting from investment choices provided under the plan, as determined by Schuykill Health System.

- You can change your investment choices anytime

Withdrawal restrictions

Your plan was established to encourage long-term savings, so withdrawals prior to age 59½ may be subject to federal restrictions and a 10% federal early withdrawal tax penalty.

The following are some events upon which you may withdraw vested amounts without incurring a 10% federal early withdrawal tax penalty:

- Reaching age 59½
- Severance from employment on or after age 55
- Your death or total disability
- Taking substantially equal payments for a period of five years or reaching age 59½, whichever is later

In addition, you must begin taking distributions once you reach age 73 (age 72 if born after June 30, 1949 and before January 1, 1951 and age 70½ if born before July 1, 1949) or you retire, whichever is later.

Distribution options

Your plan offers many distribution options, allowing you to tailor your benefits to meet your individual needs. Depending on plan provisions, your withdrawal options include:

- Transferring or rolling over your vested account balance to another tax-advantaged plan that accepts transfers of rollovers
- Taking a lump-sum distribution
- Deferring distributions until the later of age 73 (age 72 if born after June 30, 1949 and before January 1, 1951 and age 70½ if born before July 1, 1949) or severance of employment, and allowing your account to continue to grow on a tax-deferred basis

Generally, income taxes must be paid on all amounts you withdraw from your plan.

Consult your financial professional for more specific information.

Administrative fee

For both plans, the gross annual administrative fee assessed on mutual fund assets in the plan is \$33.40. This may be offset, in whole or in part, by reimbursement received from mutual fund companies. Additionally, mutual fund annual operating expenses apply based on the funds chosen. Mutual fund expenses and fund reimbursements are described in the prospectus.

Fee equalization

Administrative fees for plan services are assessed to each participant in the plan. These fees are structured in proportion to each participant's account balance so that expenses for plan services are equitably distributed across participants. This method of fee equalization includes revenue sharing from mutual funds and reimburses the applicable portion to participants who are invested in those funds.

Administration fees are charged to individual participants in proportion to their account balance each quarter. For investments where the fund company provides reimbursements, amounts are credited each quarter to individual participants with active accounts that had assets in those funds during the quarter.

Schuylkill Health System 403(b) and 401(a) Retirement Plan Highlights

The amount credited is based on a daily average in that fund. Therefore, participants will see a charge for the administrative fee and a credit for their reimbursement if applicable.

Account statement

Corebridge sends all active participants a comprehensive account statement every calendar quarter. This account statement documents all activity for the preceding period, including total contributions and transfers among investment options.

You can choose to “go paperless” if you wish. Receive secure, paperless, electronic notification when your retirement account statements, transaction confirmations and certain regulatory documents are available online through our secure connection, Personal **Deliver**®. Managing these items electronically is faster and more secure than paper mail. Simply log in to your account at lvhn.corebridgefinancial.com to sign up for this free service.

lvhn.corebridgefinancial.com 1.800.448.2542

We're here to help you take action

You can reach out directly to your financial professional.

Important considerations before deciding to move funds either into or out of a Corebridge retirement services account
There are many things to consider. For starters, you will want to carefully review and compare your existing account and the new account, including: fees and charges; guarantees and benefits; and, any limitations under either of the accounts. Also, you will want to know whether a surrender of your current account could result in charges. Your financial professional can help you review these and other important considerations.

Investors should carefully consider the investment objectives, risks, fees, charges and expenses before investing. Read the prospectuses carefully before investing. The prospectus contains important information, which can be obtained from your financial professional or by visiting lvhn.corebridgefinancial.com and clicking on Documents & Forms (ePrint) on the bottom left of the screen. Enter your Group ID number in the Login field and click Continue. Click on Funds on right side of screen, and the funds available for your plan will be displayed. You can also request a copy by calling 1.800.448.2542.

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Account access

Once enrolled, you can access account information 24 hours a day, seven days a week:

- Online — lvhn.corebridgefinancial.com
- By phone — 1.800.448.2542

Access account information on your mobile device.

- Corebridge Mobile for iPad®, iPhone® or Android™-based phones

Personal service

For assistance, please visit lvhn.corebridgefinancial.com, call our Client Care Center at 1.800.448.2542 or contact your financial professionals.

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