

January 24, 2022

Dear Retirement Program Participant:

Mass General Brigham is required to provide all participants in the Consolidated Cash Balance Program of Mass General Brigham and Member Organizations (“The Program”) with an Annual Funding Notice (“Notice”). This Notice, which is enclosed for the plan year ending September 30, 2021, provides important information about the Program, including:

- How well the Program is funded
- How the Program assets are invested, and
- A description of the benefits that are eligible for protection by the Pension Benefit Guaranty Corporation (PBGC)

You are receiving this Notice because you are working for, or have worked for, an employer that participates in the Consolidated Cash Balance Program of Mass General Brigham and Member Organizations. Participating employers are listed at the end of this letter.

This Notice is being sent to you to comply with federal law and for informational purposes only. You do not have to take any action as the result of receiving this Notice. This Notice does not impact the benefits you will receive under the Program in any way.

The Notice and cover letter are available on the Retirement Portal on the Plan Information page should you wish to obtain an electronic version of the Notice and cover letter. Please note that the Retirement Portal is best accessed using Google Chrome as your internet browser.

Right to Request a Statement of Accrued Benefit

If you are an active participant, you have the right to request and obtain, free of charge, a paper version of a pension benefit statement detailing your current accrued benefit every 12 months. You can access your current accrued benefit and do additional pension modeling through the modeling tool at <https://digital.alight.com/mgb/>. Alternatively, you can request a statement by contacting the Mass General Brigham Retirement Support Center at 1-833-885-5656. Please note annual account balance updates take place during the first quarter of the year.

About the Program’s Funded Status

One of the primary objectives of the Notice is to let you know how well the Program is funded, or how the current amount of Program assets compares to the present value of the Program’s benefits earned to date (the Program’s liabilities). The enclosed Notice shows that the Program meets the funding

requirements of the Pension Protection Act and is not subject to any restrictions or special funding requirements.

Our Commitment to the Program

The Program's participating employers are committed to continuing to offer valuable employer-paid pension benefits through the Program. Committees comprised of appropriate personnel from Mass General Brigham and participating employers carefully manage the Program, monitor the Program's investments and ensure that the trust contributions are made each year in order to meet IRS funding requirements and pay the benefits participants have earned.

For More Information

The enclosed Notice contains a summary in English of your plan rights and benefits under the Consolidated Cash Balance Program of Mass General Brigham and Member Organizations. If you have difficulty understanding any part of this Notice or have questions, please contact the Mass General Brigham Retirement Support Center at 1-833-885-5656 between 8:00 a.m. and 5:00 p.m. ET, Monday through Friday.

Sincerely,



Matt Badger
Senior Vice President, Total Rewards & HR Customer Experience
Mass General Brigham

Participating employers in the Consolidated Cash Balance Program of Mass General Brigham and Member Organizations

AllWays Health Partners
Brigham and Women's Faulkner Hospital
Brigham and Women's Hospital
Brigham and Women's Physicians Organization
Cooley Dickinson Health Care
Martha's Vineyard Hospital/Windemere
Nursing & Rehabilitation Center
Mass General Brigham
Mass General Brigham Community Physicians
Mass General Brigham Home Care
Mass General Brigham Integrated Care, Inc.

Massachusetts Eye and Ear Associates
Massachusetts Eye and Ear Infirmary
Massachusetts General Hospital
Massachusetts General Physicians Organization
McLean Hospital
Nantucket Cottage Hospital
Newton-Wellesley Hospital
Salem Hospital
Spaulding Rehabilitation Network
Wentworth-Douglass Hospital

ANNUAL FUNDING NOTICE

For

Consolidated Cash Balance Program of Mass General Brigham and Member Organizations

Introduction

This notice includes important information about the funding status of your single employer pension plan (“the Plan”). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning October 1, 2020 and ending September 30, 2021 (“Plan Year”).

How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the “funding target attainment percentage”. The Plan divides its Net Plan Assets by Plan Liabilities to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan’s Funding Target Attainment Percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. The chart also shows you how the percentage was calculated.

Funding Target Attainment Percentage			
	2020 Plan Year	2019 Plan Year	2018 Plan Year
1. Valuation Date	10/01/2020	10/01/2019	10/01/2018
2. Plan Assets			
a. Total Plan Assets	\$7,984,609,214	\$7,311,085,410	\$6,587,448,912
b. Funding Standard Carryover Balance	\$0	\$0	\$0
c. Prefunding Balance	\$1,478,653,738	\$1,328,936,706	\$1,075,302,588
d. Net Plan Assets = (a) – (b) – (c)	\$6,505,955,476	\$5,982,148,704	\$5,512,146,324
3. Plan Liabilities	\$6,269,285,544	\$6,039,768,500	\$5,477,201,191
4. Funding Target Attainment Percentage = (2d)/(3)	103.77%	99.04%	100.63%

Plan Assets and Credit Balances

The chart above shows certain “credit balances” called the Funding Standard Carryover Balance and Prefunding Balance. A plan might have a credit balance, for example, if in a prior year an employer contributed money to the plan above the minimum level required by law. Generally, an employer may credit the excess money toward the minimum level of contributions required by law that it must make in future years. Plans must subtract these credit balances from Total Plan Assets to calculate their Funding Target Attainment Percentage.

Plan Liabilities

Plan Liabilities in line 3 of the chart above are estimates of the amount of assets the Plan needs on the Valuation Date to pay for promised benefits under the plan.

Year-End Assets and Liabilities

The asset values in the chart above are measured as of the first day of the Plan Year. They also are “actuarial values”. Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan’s funded status at a given point in time. As of September 30, 2021, the fair market value of the Plan’s assets was \$10,163,078,782. On this same date, the Plan’s liabilities, determined using market rates, were \$9,984,137,537.

Supplemental Information

This is a temporary supplement to your annual funding notice. It is required by the Moving Ahead for Progress in the 21st Century Act, the Highway and Transportation Funding Act of 2014, the Bipartisan Budget Act of 2015, and the American Rescue Plan Act of 2021. These federal laws changed how pension plans calculate their liabilities. The purpose of this supplement is to show you the effect of these changes. Prior to 2012, pension plans determined their liabilities using a two-year average of interest rates. Now pension plans also must take into account a 25-year average of interest rates. This means that interest rates likely will be higher and plan liabilities lower than they were under prior law. As a result, your employer may contribute less money to the plan at a time when market interest rates are at or near historical lows.

The “Information Table” compares the effect of using interest rates based on the 25-year average (the “adjusted interest rates”) and interest rates based on a two-year average on the Plan’s: (1) Funding Target Attainment Percentage, (2) Funding Shortfall, and (3) Minimum Required Contribution. The funding target attainment percentage of a plan is a measure of how well the plan is funded on a particular date. The funding shortfall is the amount by which liabilities exceed net plan assets. The minimum required contribution is the amount of money an employer is required by law to contribute to a plan for a given year. The following table shows this information determined with and without the adjusted interest rates. The information is provided for the Plan Year and for each of the two preceding plan years, if applicable.

INFORMATION TABLE						
	2020		2019		2018	
	With Adjusted Interest Rates	Without Adjusted Interest Rates	With Adjusted Interest Rates	Without Adjusted Interest Rates	With Adjusted Interest Rates	Without Adjusted Interest Rates
Funding Target Attainment Percentage	103.77%	80.00%	99.04%	81.84%	100.63%	80.05%
Funding Shortfall	\$(236,669,932)	\$1,626,170,260	\$57,619,796	\$1,326,542,161	\$(34,945,133)	\$1,373,706,543
Minimum Required Contribution	\$7,891,612	\$478,746,939	\$263,301,572	\$532,352,350	\$218,836,553	\$546,687,763

Participant Information

The total number of participants and beneficiaries covered by the Plan on the Valuation Date was 81,304. Of this number, 52,682 were current employees, 8,937 were retired and receiving benefits, and 19,685 were no longer working for the employer and have a right to future benefits.

Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to contribute an amount equal to US GAAP pension expense but not less than the minimum required contribution under ERISA. The Hospital may modify its contribution if appropriate to its cash position and the Plan's funded position.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. Mass General Brigham's investment objective is to achieve the highest reasonable total return after considering (i) plan liabilities, (ii) funding status and projected cash flows, (iii) projected market returns, valuations and correlations for various asset classes, and (iv) Mass General Brigham's ability and willingness to incur market risk. Mass General Brigham's Investment Committee actively manages plan assets in order to add incremental returns by manager selection and asset allocation.

Under the investment policy, the Plan's assets were allocated among the following categories of investments as of the end of the Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (interest bearing and non-interest bearing)	3.21%
2. U.S. Government securities	0.64%
3. Corporate debt instruments (other than employer securities)	
a. Preferred	1.18%
b. All other	0.85%
4. Corporate stocks (other than employer securities)	
a. Preferred	0.03%
b. Common	6.23%
5. Partnerships / joint venture interests	77.56%
6. Real estate (other than employer real property)	0.02%
7. Loans (other than to participants)	0.00%
8. Participant loans	0.00%
9. Value of interest in common / collective trusts	0.00%
10. Value of interest in pooled separate accounts	0.00%
11. Value of interest in master trust investment accounts	0.00%
12. Value of interest in 103-12 investment entities	0.00%
13. Value of interest in registered investment companies (e.g., mutual funds)	10.28%
14. Value of funds held in insurance co. general account (unallocated contracts)	0.00%
15. Employer-related investments	
a. Employer securities	0.00%
b. Employer real property	0.00%
16. Buildings and other property used in plan operation	0.00%
17. Other (including accrued income)	0.00%

For information about the Plan's investment in any of the following types of investments – common/collective trusts, pooled separate accounts, master trust investment accounts, or 103-12 investment entities – contact the HR Support Center at 1-833-AskMyHR (1-833-275-6947) or askmyhr@partners.org.

Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the US Department of Labor. The report is called the "Form 5500". These reports contain financial and other information. Current employees may view the latest annual report online from work by accessing www.AskMyHRPortal.com and then search for article **KB0012620**. You may obtain an electronic copy of your Plan's annual report by going to www.efast.dol.gov and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling 202.693.8673. Or you may obtain a copy of the Plan's annual report by making a written request to the plan administrator. Annual reports do not contain personal information, such as the amount of your accrued benefits. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under "Where To Get More Information."

Summary of Rules Governing Termination of Single-Employer Plans

If a plan terminates, there are specific termination rules that must be followed under federal law. A summary of these rules follows.

There are two ways an employer can terminate its pension plan. First, the employer can end a plan in a "standard termination" but only after showing the PBGC that such plan has enough money to pay all benefits owed to participants. Under a standard termination, a plan must either purchase an annuity from an insurance company (which will provide you with periodic retirement benefits, such as monthly for life or, if you elect, for a set period of time when you retire) or, if the plan allows and you elect, issue one lump-sum payment that covers your entire benefit. Your plan administrator must give you advance notice that identifies the insurance company (or companies) selected to provide the annuity. The PBGC's guarantee ends upon the purchase of an annuity or payment of the lump-sum. If the plan purchases an annuity for you from an insurance company and that company becomes unable to pay, the applicable state guaranty association guarantees the annuity to the extent authorized by that state's law.

Second, if the plan is not fully-funded, the employer may apply for a distress termination. To do so, however, the employer must be in financial distress and prove to a bankruptcy court or to the PBGC that the employer cannot remain in business unless the plan is terminated. If the application is granted, the PBGC will take over the plan as trustee and pay plan benefits, up to the legal limits, using plan assets and PBGC guarantee funds.

Under certain circumstances, the PBGC may take action on its own to end a pension plan. Most terminations initiated by the PBGC occur when the PBGC determines that plan termination is needed to protect the interests of plan participants or of the PBGC insurance program. The PBGC can do so if, for example, a plan does not have enough money to pay benefits currently due.

Benefit Payments Guaranteed by the PBGC

When the PBGC takes over a plan, it pays pension benefits through its insurance program. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. Most participants and beneficiaries receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits that are not guaranteed.

The amount of benefits that PBGC guarantees is determined as of the plan termination date. However, if a plan terminates during a plan sponsor's bankruptcy, then the amount guaranteed is determined as of the date the sponsor entered bankruptcy.

The PBGC maximum benefit guarantee is set by law and is updated each calendar year. For a plan with a termination date or sponsor bankruptcy date, as applicable, in 2021 the maximum guarantee is \$6,034 per month, or \$72,409 per year, for a benefit paid to a 65-year-old retiree with no survivor benefit. If a plan terminates during a plan sponsor's bankruptcy, the maximum guarantee is fixed as of the calendar year in which the sponsor entered bankruptcy. The maximum guarantee is lower for an individual who

begins receiving benefits from PBGC before age 65 reflecting the fact that younger retirees are expected to receive more monthly pension checks over their lifetimes. Similarly, the maximum guarantee is higher for an individual who starts receiving benefits from PBGC after age 65. The maximum guarantee by age can be found on PBGC's website, www.pbgc.gov. The guaranteed amount is also reduced if a benefit will be provided to a survivor of the plan participant.

The PBGC guarantees "basic benefits" earned before a plan is terminated, which include

- pension benefits at normal retirement age;
- most early retirement benefits;
- annuity benefits for survivors of plan participants; and
- disability benefits for a disability that occurred before the date the plan terminated or the date the sponsor entered bankruptcy, as applicable.

The PBGC does not guarantee certain types of benefits:

- The PBGC does not guarantee benefits for which you do not have a vested right, usually because you have not worked enough years for the company.
- The PBGC does not guarantee benefits for which you have not met all age, service, or other requirements.
- Benefit increases and new benefits that have been in place for less than one year are not guaranteed. Those that have been in place for less than five years are only partly guaranteed.
- Early retirement payments that are greater than payments at normal retirement age may not be guaranteed. For example, a supplemental benefit that stops when you become eligible for Social Security may not be guaranteed.
- Benefits other than pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay, are not guaranteed.
- The PBGC generally does not pay lump sums exceeding \$5,000.

In some circumstances, participants and beneficiaries still may receive some benefits that are not guaranteed. This depends on how much money the terminated plan has and how much the PBGC recovers from employers for plan underfunding.

For additional general information about the PBGC and the pension insurance program guarantees, go to the "General FAQs about PBGC" on PBGC's website at www.pbgc.gov/generalfaq. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See "Where to Get More Information" below.

Where to Get More Information

For more information about this notice, you may contact the HR Support Center at 1-833-AskMyHR (1-833-275-6947) or askmyhr@partners.org. For identification purposes, the official plan number is 499 and the plan sponsor's name and employer identification number or "EIN" are Mass General Brigham Incorporated and 04-3230035.