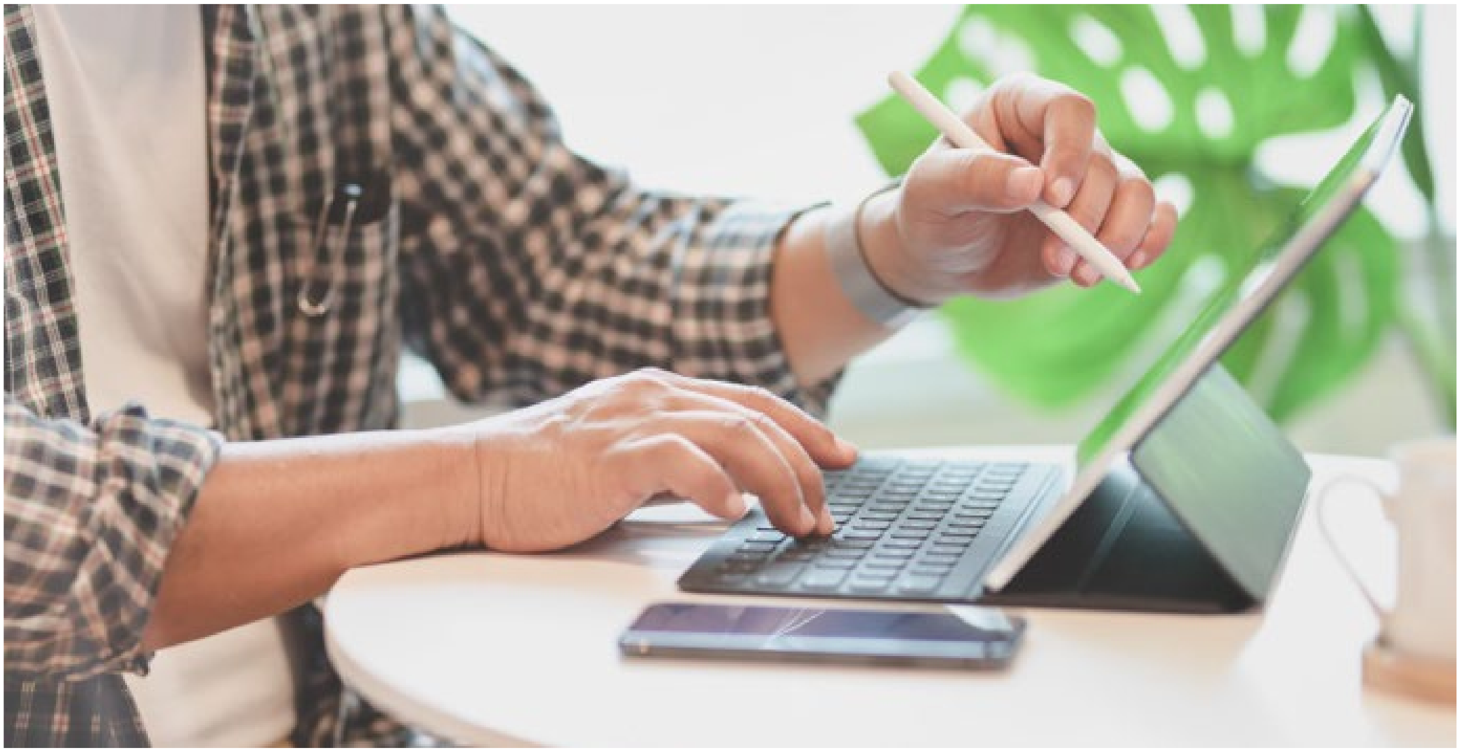
Mass General Brigham

Consolidated Cash Balance Program of Mass General Brigham and Member Organizations

Summary Plan Description

Effective January 1, 2022



This booklet contains a summary of the Consolidated Cash Balance Program of Mass General Brigham and Member Organizations.

If you have difficulty understanding any part of this booklet, please contact the **HR Support Center**, located at 399 Revolution Drive, Somerville, Massachusetts. You may also call us at **1-833-275-6947** or by email at **askmyhr@partners.org**.

MGH, BWH and BWPO monthly-paid Professional Staff

If you have questions, please refer to ***Appendix A, Participating Employer Information*** to contact the Professional Staff Benefits Office for your participating employer.

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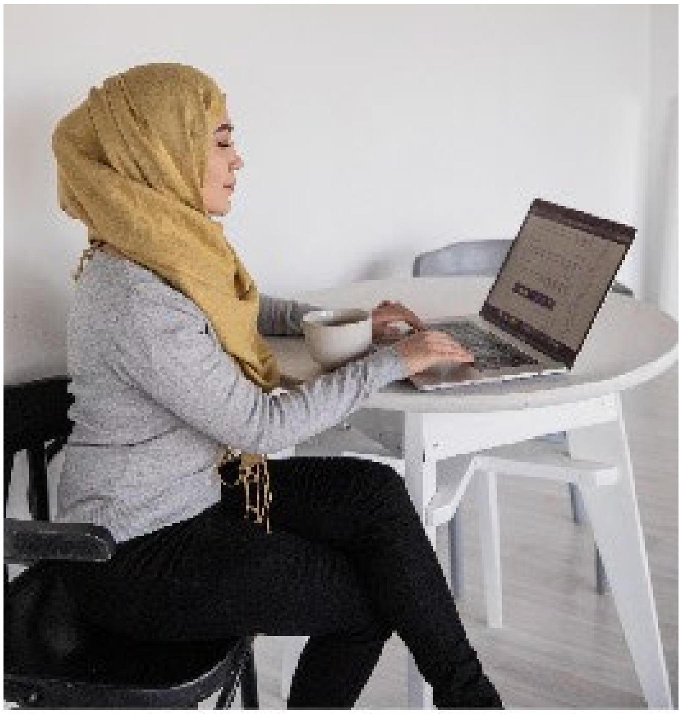
Introduction



This Summary Plan Description ("SPD") is not the Plan document, but it is designed to provide general information about the retirement benefits and provisions of the Plan.

This SPD replaces all previously issued SPDs and describes the Plan as it is in effect on January 1, 2022. If your employment terminated before that date, this SPD does not apply to you. This SPD will remain in effect until it is modified by a summary of material modifications or a new SPD with a later effective date. To determine your benefits under the Plan, you generally need to consult the SPD or the Plan document as it was in effect at the relevant time.

This SPD 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 SPD, contact the HR Support Center at 1-833-275-6947 for assistance.

The legal rights of any person under the Plan are determined solely by the provisions of the Plan document. In the event of any conflict between this SPD and the official Plan document, the Plan document will always govern. If you wish to see a copy of the official Plan document, contact the Plan Administrator. Any translated Plan materials are intended to reflect the rules of the Plan, but in the event of a conflict or ambiguity, the English version of the Plan document will always govern.

If you believe you are entitled to a benefit that you have not received or if you disagree with any determination made by the Plan Administrator regarding your benefit (such as the amount of your benefit or how it is calculated), you may submit a claim for benefits under the Plan. However, the time period during which you can submit a claim for benefits is limited. If you fail to make a timely claim for benefits or you fail to timely appeal a denied claim, you may lose your right to those benefits. For important information regarding the process for submitting a claim for benefits and the deadlines for submitting such a claim, including the deadline for filing a claim in court, please see the section of this booklet titled, ***"Claims and appeals."***

Highlights

Here's a brief summary of how the Plan works:

This booklet summarizes the key features of the Consolidated Cash Balance Program of Mass General Brigham and Member Organizations (the "Plan") design, which generally went into effect on January 1, 2016.

This Plan is administered according to the terms of a formal plan document. This summary plan description does not contain all of the Plan provisions, especially those which affect few participants. If there is a discrepancy between this non-technical summary and the Plan's governing document, the governing document will prevail.

- Each year, your Employer credits your Plan Account with an amount based on your age, annual pay, and length of service.
- Your Account will also grow in value through interest credits, guaranteed to be at least 5% a year.
- You will be vested in the full value of your Plan Account if you are credited with at least three years of service or if you receive benefits under your Employer's Long-Term Disability Plan after attaining age 55. Please refer to ***Appendix A, Participating Employer Information***, for information regarding year of service crediting. The year of service requirement for purposes of crediting an Employer contribution is not applicable in the calendar year of termination.
- Depending on your Account value when your employment terminates, you may receive part or all of your Account value in a lump sum payment, and the remaining balance, if any, as a monthly benefit. You may also receive all of your Account as a monthly benefit.
- If you die after you are vested but before your Account has been paid out, your beneficiary will receive your Account balance. If you begin receiving benefits at retirement, you may choose a payment method that will provide an income for your beneficiary after your death, provided you complete a retirement kit before your required commencement date.

Your Employer pays the full cost of the Plan.

Participation

Eligibility

Certain employees, other than interns, residents, students, fellows, and certain Prior Plan Participants of the following participating employers are eligible to participate in the Plan.

Effective January 1, 2022, the Participating Employers are:	
AllWays Health Partners	Massachusetts Eye and Ear Infirmary
Brigham and Women's Hospital	Massachusetts General Hospital, Massachusetts General Physicians Organization and MGH Institute of Health Professions, Inc.
Brigham and Women's Faulkner Hospital	McLean Hospital
Martha's Vineyard Hospital and Windemere Nursing and Rehabilitation Center	Newton-Wellesley Hospital
Mass General Brigham Incorporated	Salem Hospital
Mass General Brigham Community Physicians	Spaulding Rehabilitation, Inc., including Spaulding Nursing and Therapy Center, Inc., Mass General Brigham Home Care, Inc., Spaulding Rehabilitation Hospital Cape Cod, Spaulding Hospital for Continuing Medical Care North Shore and Spaulding Rehabilitation Network
Mass General Brigham Integrated Care, Inc.	Wentworth-Douglass Hospital
Massachusetts Eye and Ear Associates	

In addition, Cooley Dickinson Hospital and Nantucket Cottage Hospital are participating employers as a result of the merger of the Pension Plan for Employees of Cooley Dickinson Healthcare Corporation and the Retirement Plan for Employees of Nantucket Cottage Hospital into this Plan. However, the provisions that relate to the Pension Plan for Employees of Cooley Dickinson Healthcare Corporation and the Retirement Plan for Employees of Nantucket Cottage Hospital are included in a separate summary plan description.

The employers listed above are referred to as your "Employer" or "Participating Employer" in this booklet. Leased employees and independent contractors are also not eligible to participate.

Refer to ***Appendix A, Participating Employer Information,*** for more information regarding specific eligibility provisions and Prior Plan Participants where applicable.

When membership begins

Your Plan membership will generally begin on the first day of the month starting after you have completed one year of eligibility service. However, if you are not age 21, membership will begin on the first day of the month starting on or immediately after your 21st birthday.

How service is measured

Your length of service at your Employer (and affiliated employers) is used to determine not only when your Plan membership begins, but also when your Account balance is vested, and the credit which your Employer makes to your Account each year.

Your hours of service include each hour for which you are paid for doing your job, plus periods of paid absence such as holidays, vacation, sick leave, jury duty and other paid leave. It also includes unpaid military leave if you return to work with your Employer within the period permitted by law.

- Service crediting practices vary by institution. Refer to ***Appendix A, Participating Employer Information***, for more information regarding service crediting with your employer.
- If you worked for an organization that was acquired by Mass General Brigham or a Mass General Brigham member institution, you might be eligible for service credit for the period in which you worked for the acquired organization. Refer to the section of this booklet entitled ***"Service with acquired organizations"*** for more information.

Vesting

You are entitled to your account balance if you are credited with at least three years of service or become eligible to receive benefits under your Employer's Long-Term Disability Plan after attaining age 55. If you terminate employment before you are vested, you will forfeit your account balance unless you return within a specified period, as explained in the ***"Breaks in service"*** section. Certain other events may cause you to be fully vested in your account balance. These events include: reaching your normal retirement date, death while actively employed by a participating employer, disability, the termination of the Plan and MGB's divestiture of an institution, department or group.

You are 100% vested after three years of service.

You will also be vested if you are employed by the Employer or any of its affiliates when you attain normal retirement age under the Plan.

Your plan account

Employer allocations

For each calendar year that you are credited with a year of service, your Employer will make an allocation to your Account according to the schedule set forth on ***Appendix A, Participating Employer Information***, based on **THREE FACTORS:**

1. **Your age:** as of your birthday nearest the December 31 of the year for which the allocation is made.
2. **Your years of service:** the number of calendar years during which you have satisfied the year of service requirements. Please refer to ***Appendix A, Participating Employer Information***, for information regarding year of service crediting.
3. **Your pay:** unless otherwise specified in ***Appendix A, Participating Employer Information***, the base pay you earned while a member during the calendar year for which the allocation is made, plus payments made for accrued time off, differentials for permanent evening or night shifts, and any pre-tax contributions made to a flexible benefits plan under section 125 of the Code, salary deferrals to a 403(b), 401(k) or 457(b) plan, or pre-tax transportation plan under section 132 of the Code, which you have requested your Employer to make for you. Your base pay may also include any acting pay for temporarily fulfilling a management or executive role and any special lump sum payment which is in lieu of an increase in base pay as part of a formal pay program announced by your Employer. Federal law limits the annual amount of Pay used to calculate your benefit. For 2022, the compensation limit is $305,000. This number may be adjusted for cost-of-living increases in the future.

   ✓ Your allocation for the year will be equal to a percentage of your pay that is based on the sum of your age and service.

   ✓ Your Employer will also make an allocation to your Account in the year in which your employment ends even if you do not satisfy the year of service requirements. Special rules apply if you terminated employment during 2020.

Please contact **HR Support Center** at **1-833-Ask-MyHR (1-833-275-6947)** or via email at **askmyhr@partners.org** if you have any questions.

Contributions grow with age and service.

Interest credits

Except as provided below, your Account will be credited with interest each December 31.

- The interest crediting rate for a calendar year will generally equal the 1-year Treasury Bill rate in effect for the month of September of the preceding calendar year plus 1%.
- The interest crediting rate will never be less than 5% or more than 12%.
- For the calendar year in which you begin receiving your benefit, you will be credited with interest as of your commencement date.

As a general rule, the interest is calculated based on the value of your Account before your Employer's allocation is made for that year. There is an exception to this if you terminate employment and defer your commencement to later in the calendar year. In that case interest is applied on your Employer allocation for that year for the period from the month following your termination date up to your commencement date.

Once a year, you will be provided an annual statement showing your current Account balance, including the most recent Employer allocation and the interest which has been credited.

After your employment at your Employer ends, your Account will continue to be credited with interest through the first of the month in which it is paid out. If you choose to have your Account paid in the form of an annuity, or lump sum, interest credits will no longer be allocated to your Account once annuity payments commence.

Military leave

If you leave your job for active duty with one of the branches of the United States military, you may be entitled to reemployment rights under the Uniformed Service Employment and Reemployment Rights Act of 1994 (USERRA). If you return to work with the Employer or one of its affiliates after a period of qualified military service, benefits and service for your period of qualified military service will be provided in accordance with Internal Revenue Code requirements and Plan rules. If you die while performing qualified military service, you will be credited with years of service (for vesting purposes) for the period of your qualified military service. In the case of death, Plan benefits will be provided to your surviving spouse or beneficiary as if you had returned to work immediately prior to your death.

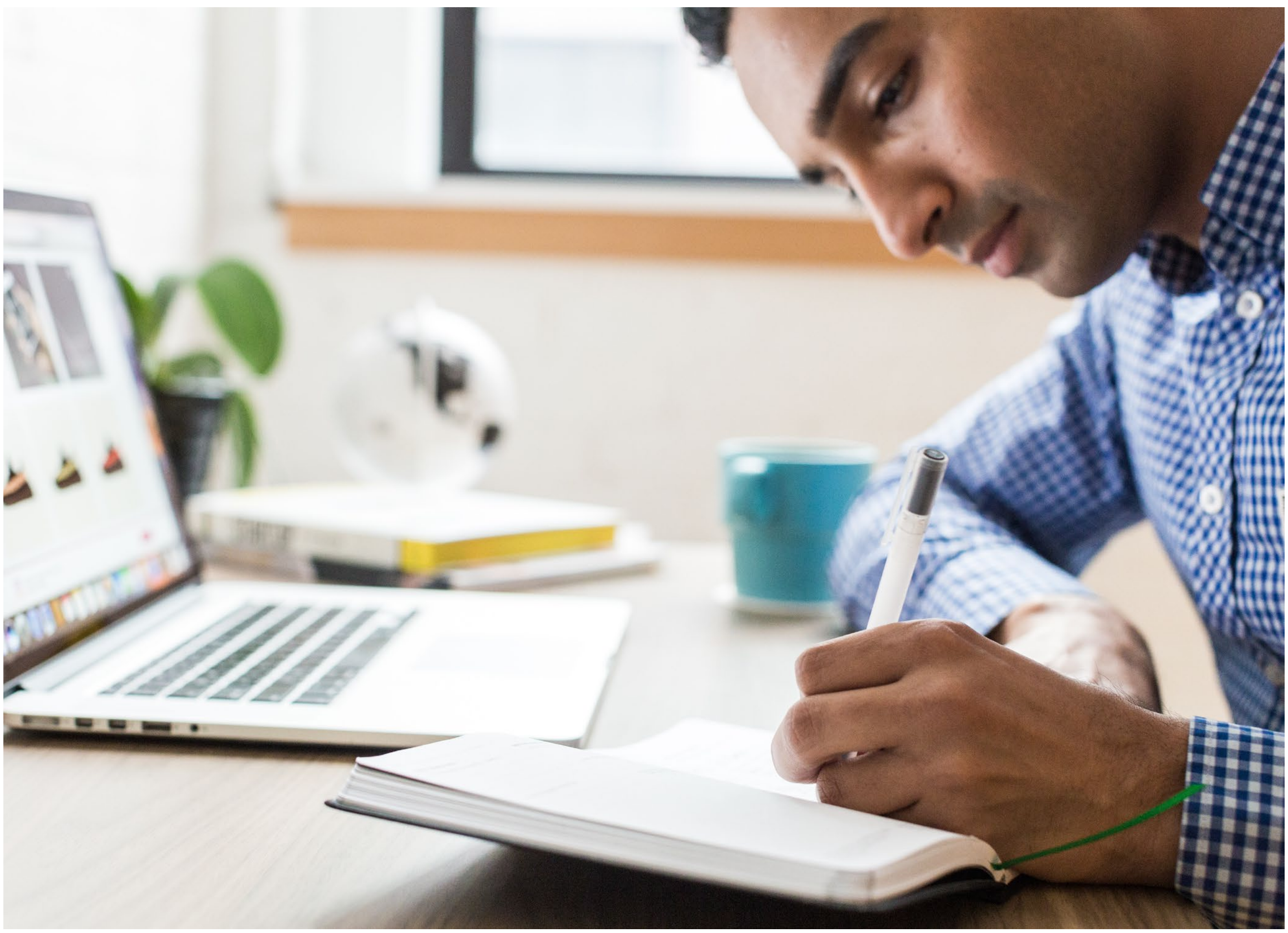
When payments will be made

You will be entitled to your account balance if you are vested when you leave your Employer.

As explained in the ***"Payment options"*** section, if you are vested, you may receive part or all of the money in an immediate payment when you leave, or you may elect to defer your benefit to a later date, so long as it is not past your Required Beginning Date. Keep in mind that after you terminate employment, if you elect to commence payment before age 55, only certain forms of payment are available to you.

Your account earns interest with a guaranteed minimum rate.

Some forms of payment provide a lifetime income.



If you work past your normal retirement age, your Account will continue to grow through annual allocations and interest credits. You may postpone payment until you actually retire, or you may commence benefit payments while you continue to be employed by your Employer as described below. If you postpone your benefit, you have chosen to "suspend" your retirement benefits, because you have elected not to begin to receive benefits until you actually retire from the Employer. Generally, you will receive a **"Suspension of benefits"** notice if your benefit is suspended. If you continue working past age 72 (age 70 ½ if you were born before July 1, 1949), and you do not elect to commence payment while working, your benefit will continue to reflect annual Employer Allocations and interest credits.

Unless otherwise specified in ***Appendix A, Participating Employer Information***, normal retirement age is the later of (1) the date you attain age 65, or (2) the earlier of (A) the date you are credited with three years of service for vesting purposes, or (B) the fifth anniversary of the date your participation in the Plan commenced.

The table below shows your available payment options based upon the amount in your Account.

Account balance	Form of payment
$5,000 or less	Automatic single cash payment
Greater than $5,000 but less than $15,000	Single cash payment or monthly retirement benefit. If taken as a lump sum, the entire account must be paid as a lump sum.
More than $15,000	Single cash payment or monthly retirement benefit • Single cash payment; • Monthly retirement benefit; or • At least $10,000 paid as a monthly retirement benefit and the balance in a single cash payment in an amount at least equal to $5,000.
More than $20,000	You may elect to receive your entire account balance in any form of payment listed under "More than $15,000" or, if desired, you may elect to split your benefit and receive payment in more than one annuity form or on different dates provided that certain requirements are met. Please see the ***"Monthly payments"*** section on page 9 for more information.

In-service distribution

You are eligible to commence payment while you are working if you have attained your normal retirement age. Payments will be made in the form of payment you elect from the payment options described below. If you exercise this right, you will continue to be eligible for Employer allocations and interest credits, subject to the terms of the Plan. Your benefit will be recalculated each year to account for Employer allocations and interest credits in the prior year offset by payments made. When you subsequently retire, your benefit will be recalculated to reflect any additional Employer allocations and interest credits and offset by payments made. If you elect to receive your in-service benefit in the form of an annuity, your recalculated benefit at each recalculation date and at retirement might not be greater than the annuity benefit you receive in service, depending on your age, service and pay, and whether any Prior Plan amounts are included in your distribution. This means that, in some situations, your benefit will not automatically grow while you are working even if you earn Employer allocations. Except as noted below, if you elect to receive your in-service benefit as a lump sum, your account balance will automatically grow if you earn Employer allocations after the date you take your benefit in-service. See below for more information about how in-service distributions can affect your benefit. If you are considering this option, please contact the Mass General Brigham Retirement Support Center at 1-833-885-5656 to discuss the noted adjustments and to review any other questions you may have.

Note: if you are employed by Brigham and Women's Hospital and you are entitled to a minimum benefit relating to pre-2000 or pre-2001 service, as appropriate, your recalculated benefit at retirement might not increase following your in-service payment even if you take it as a lump sum. If you are eligible for a minimum benefit, please see the additional in-service withdrawal illustration in Appendix – A.

Example 1 – Lump sum

Don elected to commence payment in service at his normal retirement age of 65. His cash balance account at age 65 was $20,000 and he elected a lump sum payment in this amount. The following year his pay was $50,000 and he earned an annual allocation as a percentage of base pay of 9%. He retires at age 66 and his benefit is recalculated reflecting additional employer allocations, interest credits and his prior lump sum, as follows:

Don's In-Service Distribution as of Normal Retirement Date (Age 65)		**$20,000 as a single sum**
Additions	Annual Employer Allocation ($50,000 X 9%)	$4,500
	Interest earned on balance ($20,000 x 5%)	$1,000
Offsets	Lump Sum Paid	$20,000
	Interest on the lump sum paid ($20,000 x 5%)	$1,000
Don's Benefit Recalculated at Retirement (Age 66) ($25,500 - $21,000)		**$4,500 as a single sum**

Example 2 – Annuity election; participant has been employed for 5 years

Don elected to commence payment in service at his normal retirement age of 65. His cash balance account at age 65 was $20,000 and he elected a single life annuity payment equal to $130 a month. The following year his pay was $50,000 and he earned an annual allocation as a percentage of base pay of 9%. He retires at age 66 and his benefit is recalculated reflecting additional employer allocations, interest credits and prior annuity payments, as follows:

Don's In-Service Annuity as of Normal Retirement Date (Age 65)		**$130 per month**
Cash Balance Account at age 65		$20,000
Additions	Annual Employer Allocation ($50,000 X 9%)	$4,500
	Interest earned on balance ($20,000 x 5%)	$1,000
Offset	Annuity payments received with accumulated interest	$1,600
Cash Balance Account at age 66 after offset ($25,500- $1,600)		$23,900
Don's Benefit Recalculated at Retirement (Age 66)		**$160 per month**

Example 3 Annuity election; participant has been employed for 20 years

Don elected to commence payment in service at his normal retirement age of 65. His cash balance account at age 65 was $300,000 and he elected a single life annuity payment equal to $2,710 a month. The following year his pay was $150,000 and he earned an annual allocation as a percentage of base pay of 10%. He retires at age 66 and his benefit is recalculated reflecting additional employer allocations, interest credits and prior annuity payments, as follows:

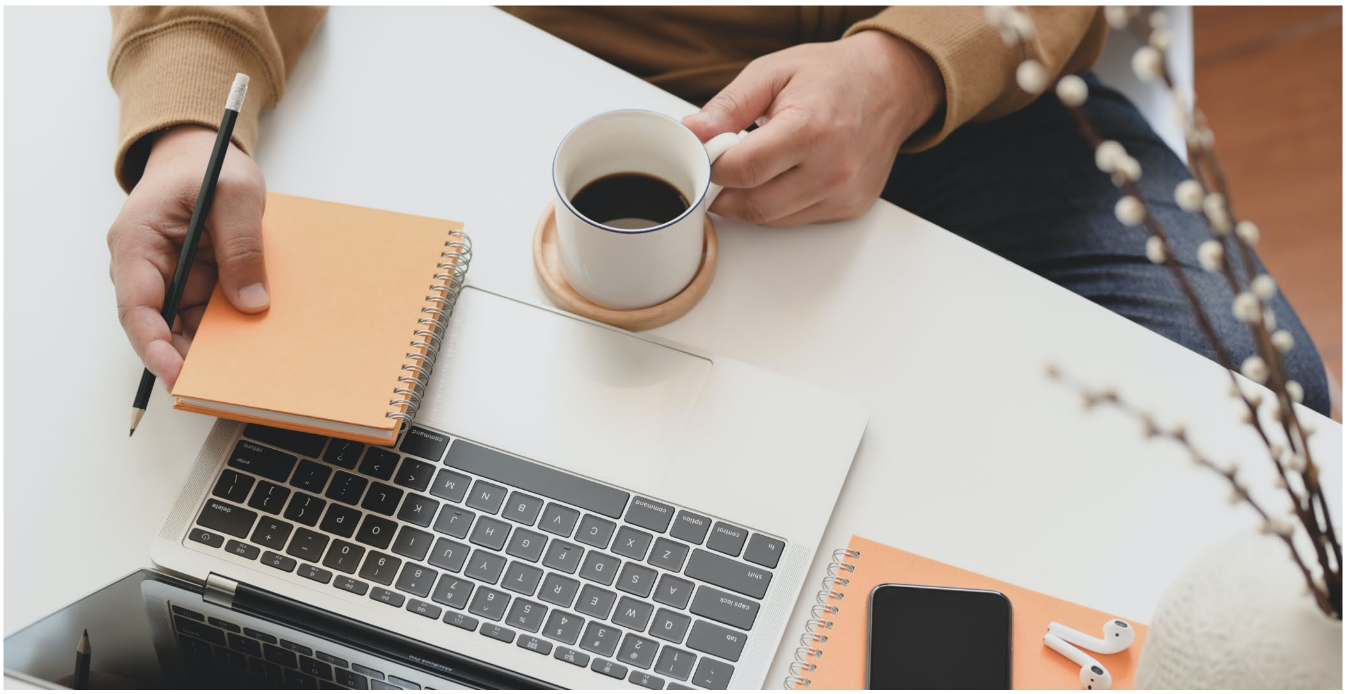
Don's In-Service Annuity as of Normal Retirement Date (Age 65)		**$2,710 per month**
Additions	Annual Employer Allocation ($150,000 x 10%)	$15,000
	Interest earned on balance ($300,000 x 5%)	$15,000
Offset	Annuity payments received with accumulated interest	$33,750
Cash Balance Account at age 66 after offset ($330,000-$33,750)		$296,250
Don's Benefit Recalculated at Retirement (Age 66)		**$2,650 per month**

The offset exceeds the additions

Because the recalculated annuity payable at retirement is less than the annuity he is currently receiving, Don will continue to receive the annuity calculated at his normal retirement age of $2,710 a month when he retires.

Required minimum distributions

As required by federal law, if you are not working for your Employer or any affiliated entity upon attaining the Plan's required commencement age (which is age 72 (age 70 ½ if you were born before July 1, 1949)), payment of benefits from the Plan will be required to be made to you. Payment of benefits is required to begin no later than April 1 of the calendar year following the year in which: you reach the Plan's required commencement age, or if later, separate from employment. **You must contact the Mass General Brigham Retirement Support Center at 1-833-885-5656 if there are any changes to your address or other contact information. If your benefit payments are delayed past the required commencement age (for example, because you cannot be located), you may owe a 50% excise tax on each missed payment.**



Payment Options

If you are vested and your Account balance is $5,000 or less when you terminate your employment, it will automatically be paid out to you in a lump sum as soon as administratively practicable after your termination date. In this case, you will be given the opportunity to receive a single sum payment payable to you, less withholding, or make a direct rollover to an individual retirement account or annuity (IRA) or another eligible retirement plan. If you do not make any distribution election, however, your benefit will be automatically rolled over to an individual retirement account established in your name. The funds in your individual retirement account will be invested in a type of investment that is designed to preserve principal and provide a reasonable rate of return and liquidity, such as an interest bearing account, a certificate of deposit or a money market fund. Your individual retirement account will be charged for any expenses associated with its establishment and maintenance. You will be permitted to transfer the funds in your individual retirement account to another such account or to receive a distribution at any time.

If you are vested and your Account balance is greater than $5,000, you can choose from several forms of payment, as summarized on the following page.

If you are married when your employment ends, your Account (if $5,000 or more) will automatically be used to provide a 50% joint and survivor annuity with your spouse as beneficiary, unless you obtain your spouse's written consent to a different payment method other than the 66 2/3% joint and survivor annuity, 75% joint and survivor annuity or the 100% joint and survivor annuity with your spouse as beneficiary, or you designate a different beneficiary to one of the aforementioned payment methods. Spousal consent must be witnessed by a notary public or a Plan representative. If permitted by Federal and state law and Plan rules, online notarization using audio visual technology will be permitted. **If you are not married**, your Account (if more than $5,000) will be paid as a lifetime

Cash payment

If you elect to receive your Account balance in a single sum, the money will be paid to you as soon as administratively feasible after you elect to receive your Account balance in a single sum.

You may elect to receive part of your benefit as a single sum and receive the remainder in a form of payment described below under ***"Monthly payments"*** or you may defer the remainder. If you defer the remainder of your Account balance, you will be eligible to receive a partial single sum three more times, meaning you are allowed to make a single sum election up to four times total.

The cash payment will be taxable as part of your current income unless you roll the money over into an IRA or another eligible retirement plan that accepts rollover contributions within 60 days after you receive it. Direct transfers to IRA's and eligible retirement plans are available. If you receive a lump sum prior to age 59-1/2 and you terminate employment prior to the calendar year in which you attain age 55 and do not roll over your cash payment, it will also generally be subject to a 10% federal tax penalty for early distribution. For more information about tax consequences, see the ***"Tax consequences"*** section.

Monthly payments

If you elect to receive all or part of your Account balance as a monthly benefit, the payment will be based on your Account balance when payments begin. If you leave your Employer before retirement, the balance remaining in your Account will continue to be credited with interest annually until payments begin. You can choose any of the following kinds of annuity after you have attained age 55. If you leave your Employer before age 55, only the life annuity is available to you if you are not married, or if you are married, the 50% joint and survivor annuity with your spouse as your beneficiary and the 75% joint and survivor annuity with your spouse as your beneficiary are available.

- **Single Life Annuity.** A monthly benefit is paid for as long as you live, and all payments end at your death.
- **Joint and Survivor Annuity.** In exchange for receiving a reduced monthly benefit paid during your lifetime, you can have 50%, 66 2/3%, 75% or 100% of your monthly benefit continued after your death to your beneficiary. The amount of the reduction in your benefit depends on the ages of you and your beneficiary, and the portion of your benefit you elect to have continued.

- **Certain and Continuous Annuity.** Under this payment method, you receive a reduced monthly benefit during your lifetime, but if you die before receiving payments for a specified period (10, 15, or 20 years), monthly benefits for the balance of that period are paid to your beneficiary. In the event that your death occurs before you and your beneficiary (if any) have received 10, 15 or 20 years of payments, as appropriate, and there is no designated beneficiary, the present value of the remaining amount due will be paid in a single sum to the estate of the person who was last receiving a benefit.
- **Certain Only Annuities.** Instead of lifetime payments, you can receive your Account balance in monthly installments for 10, 15 or 20 years during your retirement. If you die before receiving all of the installments, monthly benefits for the balance of that period will be paid to your beneficiary. In the event that your death occurs before you and your beneficiary (if any) have received 10, 15 or 20 years of payments, as appropriate, and there is no designated beneficiary, the present value of the remaining amount due will be paid in a single sum to the estate of the person who was last receiving a benefit.
- **Multiple Annuities.** If your Account balance when payment begins is over $20,000, you may elect to receive payment in more than one kind of annuity, beginning on the same date or on up to four different dates, provided the lump sum value of each annuity is at least $10,000. If you elect to receive a portion of your benefit in the form of an annuity and defer receiving the remainder of your Account balance until a later date, you must make a new payment election, such election must be an annuity form of payment, and, if you are married, your election is generally subject to spousal consent. You must begin to receive your entire benefit by April 1 of the calendar year following: the calendar year in which you reach the Plan's required commencement age, or if later, the calendar year in which you separate from employment.
  - ✓ Regardless of the value of your Account when payment is made, the Plan limits the maximum benefits which can be paid, as explained in the ***"Maximum benefit"*** section.

Breaks in service

You generally incur a "break in service" if you are credited with less than 501 hours of service during a calendar year.

However, if you are absent because of pregnancy, the birth or adoption of a child, or childcare immediately following birth or adoption, you will be credited with up to 501 hours of service during the first 12-month period in which you would otherwise have a break in service. These hours are credited only to prevent a break in service; they do not count for purposes of vesting or Employer allocations.

If you return before a break in service

If you leave your Employer and return to work before incurring a break in service, any nonvested portion of your Account balance that was not paid out when you left will be reinstated with any interest with which it would have been credited.

If you return after a break in service

Your prior service and your forfeited Account balance (if any) will be reinstated after you become a member in the Plan again if your break in service:

- occurred after you became vested, or
- lasted for less than five consecutive years.

If your prior service is not reinstated and you were not a Plan member when you terminated employment, you will be treated as a new employee for purposes of eligibility to participate in and receive benefits from the Plan following your reemployment.

If you return after receiving a lump sum payment

If part or all of your Account balance has already been paid out in a lump sum payment, you may reinstate that portion when you return by repaying that amount plus the applicable interest credit by notifying the Plan Administrator of your intent to repay your lump sum payment and repaying such amount with interest by the end of the calendar year coinciding with your first Employer credit following your reemployment date.

If you return to work after monthly benefits have begun

If you return to work and complete more than 1,000 hours of service per calendar year, after you have begun receiving a monthly benefit, payments will continue to be made during your period of reemployment. On an annual basis, your benefit will be recalculated to reflect any subsequent interest and pay credits and to reflect the benefits already paid out. If this calculation results in an increase in benefits, you will begin receiving the new benefit. Your benefit may not go down. Upon subsequent termination of employment, your benefit will continue in the form of payment in effect as of your date of rehire. One last updated calculation will be performed at the end of that calendar year to determine if you are due any additional benefit after factoring in any pay credit and interest credit in the calendar year of termination and offsetting for payments previously received.

If you take an in-service distribution

In-Service distributions are permitted after attaining your normal retirement age; however, certain adjustments are required to be made to your benefit that may impact future amounts you receive from the Plan. If you are considering this option, please contact the **Mass General Brigham Retirement Support Center** at **1-833-885-5656** to discuss the noted adjustments and to review any other questions you may have.

Disability benefits

If you become permanently disabled, and have attained age 55, you will be fully vested in your Account balance.

You are considered permanently disabled if you become eligible to receive a disability benefit under a long-term disability (LTD) plan sponsored by a participating employer.

You may not elect to take a distribution of your Account while you are receiving a disability benefit under a LTD plan sponsored by a participating employer, unless you have attained your normal retirement age and elect an in-service distribution. If you defer payment you will continue to earn interest credits on your account.

Pre-retirement death benefits

If you are vested and die before payment of your Plan benefit begins, the person you have named as your beneficiary will receive your Account balance.

If you are married and wish to name someone other than your spouse as a beneficiary for this pre-retirement benefit, federal law entitles your surviving spouse, if any, to receive the death benefit unless:

- Your spouse waives this benefit in writing; and
- The waiver is witnessed by a notary public or a Plan representative; and
- The waiver is signed on or after the first day of the Plan year in which you attain age 35.

If you do not have a spouse or, if you have a spouse, with your spouse's consent, you can name a person, trust, or any entity as your beneficiary(ies). If you are not married and you have not designated a beneficiary under the Plan, your basic life insurance beneficiary will be your beneficiary under the Plan, if you die while employed with your Employer or an Affiliate. If you have not designated a beneficiary under the Plan and there is no basic life insurance beneficiary (or basic life insurance is not applicable because you died after terminating employment), then your benefit will be paid to your estate.

If your Account balance is $5,000 or less, it will automatically be paid out in a lump sum. If it is more than $5,000, your beneficiary may generally choose to receive it as:

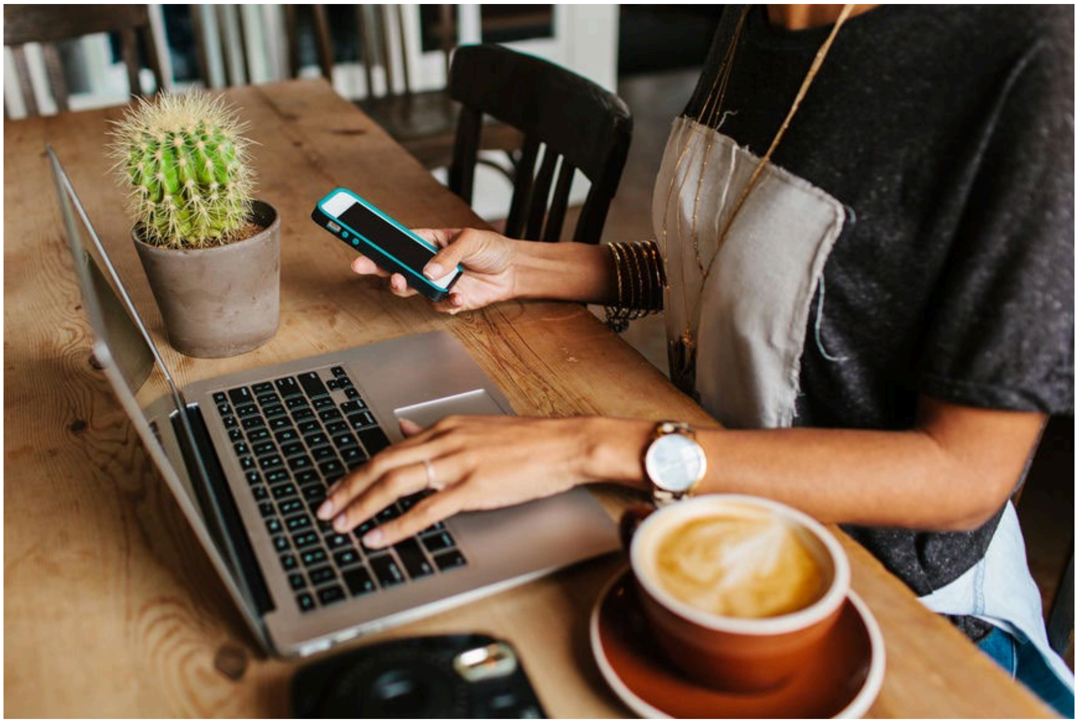
- a single lump sum;
- a single life annuity; or
- monthly installments for 10, 15, or 20 years (if your beneficiary is a person beneficiary).

Payment may begin immediately or, if you are married when you die, and your spouse is your sole designated beneficiary, it can be deferred until you would have reached the Plan's required commencement age. If your designated beneficiary is not your spouse, or your spouse is a beneficiary but not the sole beneficiary, your beneficiary must generally begin payment in the form of an annuity by the end of the year following the year in which your death occurs, or as a lump sum by the end of the fifth year following the year in which your death occurs. If your beneficiary defers payment of the Account balance, the remaining portion will continue to be credited with interest annually until payments begin. In the event your beneficiary dies after your death and prior to receipt of the pre-retirement death benefit, the benefit that would have been payable to your deceased beneficiary is generally payable in a lump sum to your deceased beneficiary's estate.

Maximum benefits

Your total annual retirement income from the Plan and any other defined benefit pension plan of your Employer cannot exceed your average annual pay during your three consecutive highest-paid calendar years of participation in this Plan.

- Plan benefits are also subject to an annual maximum set by federal law ($245,000 in 2022). This number may be adjusted for cost-of-living increases in the future.



Benefit payment

Applying for benefits

To apply for benefits, you will need to submit an election form to the Mass General Brigham Retirement Support Center at least three months before you wish payment to begin. Before you make your decision, you can find out how much income a particular payment option would provide for you and your beneficiary. You may change your payment method at any time until payment begins, but a change may delay the start of benefits.

If you are married and wish to choose a payment method other than the 50% joint and survivor annuity, 66 2/3% joint and survivor annuity, 75% joint and survivor annuity, or 100% joint and survivor annuity with your spouse as beneficiary, federal law requires that you obtain your spouse's written consent, witnessed by a notary public or Plan representative.

Tax consequences

Your Employer is required by law to withhold taxes on Plan benefits according to the current withholding rate, unless you request to waive withholding. Federal income tax withholding cannot be waived if you elect a lump sum payment. If you elect a payment method providing monthly benefits, each year you will be notified of your right to waive withholding or change your current withholding election. The information in this section provides a general overview of tax consequences and should not be taken as tax advice. You should always consult a qualified tax advisor when making decisions about payments from the Plan.

Ordinary income taxes

When you receive a payment from the Plan, the money is taxable as ordinary income and an additional 10% income tax may apply as described below. However, subject to certain legal restrictions, if you receive part or all of your Account in a lump sum, you can generally defer income taxes on the payment by rolling the money over into an IRA or another employer's eligible employer plan.

Federal income tax must be withheld from any periodic Plan distributions, unless you elect not to have tax withheld. You will receive a tax withholding election form when you apply for benefits. If you elect to have tax withheld from a distribution upon termination of employment, by law, the withheld amount will be calculated according to schedules published by the Internal Revenue Service. In certain cases, the amount withheld may not cover the actual tax due.

If you or your surviving spouse receives a single lump-sum distribution, which is not rolled over directly to an eligible retirement plan (in whole or in part), federal law requires the automatic withholding of 20% of the portion that is not directly rolled over as federal income tax. If any portion of the distribution is not directly rolled over, you may not elect to have zero tax withheld on this portion of the distribution, even if you intend to roll the amount over into an individual retirement account or annuity, or another eligible retirement plan, within 60 days. Non-spousal beneficiaries may also make rollovers to inherited IRAs and are also subject to the automatic federal income tax withholding of 20% of the portion that is not directly rolled over.

Additional 10% income tax

This extra tax on early distributions from your Account will generally apply on any lump sum benefit paid to you prior to attaining age 59½, unless you terminated employment in or after the calendar year in which you reached age 55.

Rollovers

If you (or your surviving spouse) receive a single lump-sum distribution from the Plan, you may request that all or a portion of your distribution be rolled over from the Plan to the trustee or custodian of an eligible retirement plan or IRA. For this purpose, "eligible retirement plan" includes any eligible plan that accepts your rollover, such as a 401(k), 403(b), or 457(b) plan. Rolling over distributions in this manner allows you to defer payment of federal taxes on the distribution.

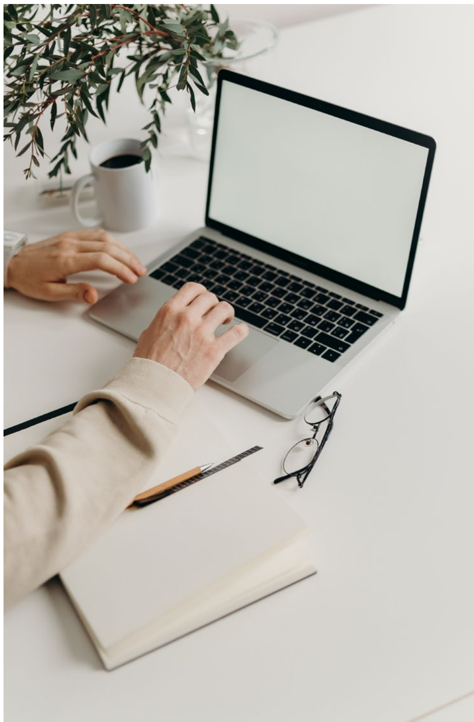
You can also roll the lump sum distribution over into a Roth IRA. With the Roth IRA rollover option, you have to pay taxes at the time of the lump sum distribution, but can also take advantage of future tax-free earnings while the funds remain in the Roth IRA. You will be provided with additional information and forms if you are eligible to receive a lump sum distribution. You should consult with a tax advisor to review the tax consequences of a distribution. For more details, you may request a copy of the ***Special Tax Notice on Plan Payments***.

Claims and appeals

Once you file your claim for benefits on the appropriate form available from the Plan Administrator, you will be notified within 90 days (or 180 days in special circumstances) whether your claim for benefits has been approved. If your claim is partly or completely denied, you will receive a written notice which will include:

- an explanation of the specific reason(s) for the denial,
- specific references to pertinent Plan provisions on which the denial is based,
- a description of any additional material or information necessary for you to properly establish the claim and an explanation of why such material or information is necessary,
- an explanation of the steps you or your beneficiary can take to submit the claim for review, and
- a description of the Plan's review procedures and the time limits applicable to such procedures, including a statement of your or your beneficiary's right to file a suit under Section 502(a) of ERISA following an adverse benefit determination on review.

You (or your beneficiary or authorized representative) may appeal a denied claim by making a written request to the Retirement Committee of Mass General Brigham Incorporated (the Committee) within 60 days after you receive notice of the denial. You will receive a written explanation of the Committee's final decision within 60 days (or 120 days in special circumstances) after the Committee receives your request. The explanation will refer to the Plan provisions on which the decision is based, a description of your right to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records (including any relevant phone recordings) and other information relevant to your claim for benefits, and a statement describing your right to file a suit under section 502(a) of ERISA if your claim on review is denied.



The Committee's decision on review will be final and binding on all parties. No person may bring an action for any alleged wrongful denial of Plan benefits in a court of law unless the claims procedures set forth above are exhausted and a final determination is made by the Committee. In addition, no person may bring an action in a court of law if that person fails to comply with the time limits described above. If a terminated employee or other interested person challenges a decision of the Committee, a review by the court of law will be limited to the facts, evidence and issues presented to the Plan.

Claims under the Plan's administrative claims and appeals procedures and lawsuits must be commenced within a particular period of time; otherwise, they will be time-barred. A claimant generally must exhaust the Plan's administrative claims and appeals procedure and commence any claim or lawsuit in the correct court or forum no later than 24 months after the earliest of (A) the date the first benefit payment was made or due, (B) the date the Plan Administrator first denied the claimant's request for a Plan benefit or (C) the earliest date the claimant knew or should have known the material facts on which the lawsuit is based (the "24-month Claims Period"). However, if the claimant starts the Plan's claims and appeals procedure described above by submitting a claim to the Plan Administrator within the 24-month Claims Period, the deadline to file a lawsuit will not expire until the later of the last day of the 24-month Claims Period and three months after the final notice of denial of the appealed claim is sent to the claimant by the Committee. Any claim or action filed under the Plan's administrative claims and appeals procedures or any lawsuit that is filed in a court or any other forum after the end of this 24-month Claims Period (or, if applicable, after the end of the three-month period following exhaustion of the Plan's administrative claims and appeals procedures) will be time-barred.

When benefits are not paid

Under certain circumstances, Plan benefits may be lost, reduced or suspended in the following circumstances.

For instance:

- You will not be entitled to a benefit from the Plan if you stop working for your Employer for any reason before you become vested (except if you are disabled).
- If you do not apply for benefits or fail to provide information requested by your Employer, benefits could be delayed.
- If required by a qualified domestic relations order, your benefits may be assigned to someone other than you or your designated beneficiary to meet payments for child support, alimony or marital property rights.
- The benefits paid by the Plan are subject to Internal Revenue Code limits, which may change in the future.
- You or your beneficiary do not provide the Plan with your most recent address and you or your beneficiary cannot be located at the time benefits are scheduled to commence.
- You fail to make proper application for benefits or fail to provide necessary information.
- Benefits are suspended due to periods of reemployment after benefits have commenced.
- Under the optional forms of payment, your benefits will be reduced to permit payments to your beneficiary after your death.
- The trust fund created to provide benefits is underfunded and the benefits are not otherwise covered by insurance offered by and purchased from the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency (see the ***"Plan insurance"*** section on the next page). Also, under certain provisions of ERISA, the PBGC can "recapture" certain benefit payments that have been made under a plan if the plan is terminated or becomes insolvent.
- Benefits may also be reduced or lost due to limitations under the Internal Revenue Code of 1986, as amended (the "Code"), the imposition of income, penalty and excise taxes or a tax lien, the application of a domestic relations order or a judgment or settlement agreement that requires you to make payments to the Plan.
- Benefits under the Plan may be restricted if the Plan becomes underfunded, meaning in general that the funding percentage of the Plan using methodology required by the IRS falls beneath 60%. If this occurs, benefit accrual under the Plan will cease until the funding percentage improves.
- The time period during which you can submit a claim for benefits (including the time period to bring suit after exhausting the Plan's claims and appeals procedures) is limited. If you fail to make a timely claim for benefits, or you fail to timely appeal a denied claim, you may lose your right to those benefits.

General provisions

Amending and terminating the plan

Mass General Brigham Incorporated reserves the right to change or terminate the Plan at any time. However, if the Plan is terminated, no funds may be returned to Mass General Brigham Incorporated until all accrued benefits have been provided for in accordance with federal law and regulations. While Mass General Brigham Incorporated intends to continue this Plan indefinitely, it reserves the right to amend or terminate at any time any provision of the Plan or the Plan in its entirety.

Benefits not assignable

Your account in the Plan cannot be sold, assigned, used as collateral for a loan, or given away. Your creditors may not attach, garnish, or otherwise claim or interfere with your benefits under the Plan. However, part or all of your accounts may be assigned as required by a "*Qualified Domestic Relations Order*".

A Qualified Domestic Relations Order (QDRO) is a legal judgment, decree or other document that recognizes the rights of an alternate payee under the Plan with respect to child or other dependent support, alimony or marital property rights. If you become legally separated or divorced, a portion or all of your benefit under the Plan may be assigned to someone else to satisfy a legal obligation you may have to a spouse, former spouse, child or other dependent. You may obtain a copy, free of charge, of the Plan's procedures relating to QDROs by contacting the Mass General Brigham Qualified Order Team, the Plan's QDRO administrator. If you are affected by a QDRO, you will be notified.

There are specific requirements the order must meet to be recognized as a QDRO by the Plan Administrator and specific procedures regarding the amount and timing of payments. The Plan Administrator has designated a third party administrator to assume responsibility for processing and approving qualified domestic relations orders. Any action or determination made by the person or entity designated by the Plan Administrator will have the same force and effect for all purposes as if such action or determination had been made or taken by the Plan Administrator.

The Mass General Brigham Qualified Order Center can be contacted at:

Mass General Brigham Retirement Support Team

Attention: Qualified Order Center

P.O. Box 1433

Lincolnshire, IL 60069-1433

Phone number: 1-833-885-5656

Fax number: 1-847-883-9313

QOCenter@alight.com

www.QOCenter.com

Receiving advice

Neither Mass General Brigham Incorporated nor your participating employer can advise you regarding tax, investment or legal considerations relating to the Plan. Therefore, if you have questions regarding benefit planning, you should seek advice from a personal advisor.

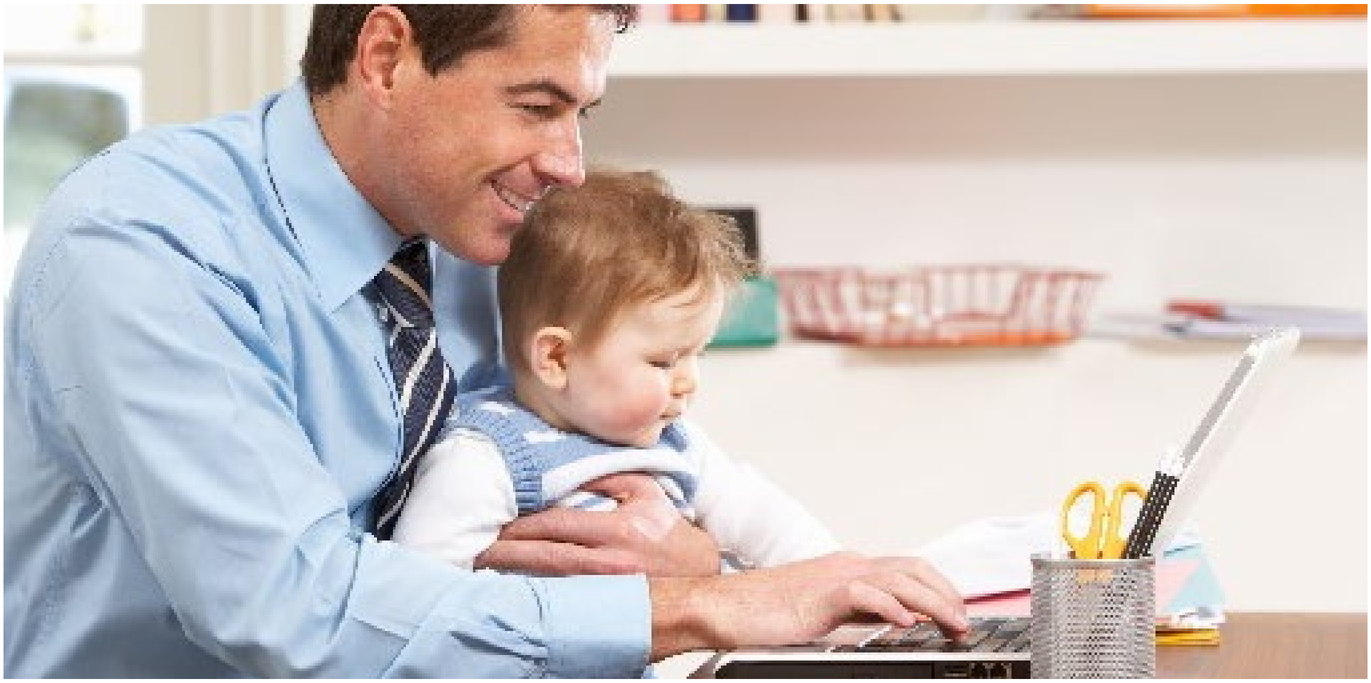
Service with acquired organizations

You are generally eligible for service credit with the organizations listed below, provided you were employed by such organization on the Date of Participation indicated below. If you are granted service with an acquired organization, this means that your service with the acquired organization will be recognized for vesting and eligibility purposes, and for the purpose of determining the amount of your Annual Employer Allocation.

	Entity/practice	Date of participation
1.	Chelsea Memorial Hospital	July 1, 1978
2.	Revere Health Center	July 1, 1981
3.	The HCHP Hospital	October 1, 1986
4.	Affiliated Community Visiting Nurse Association	July 1, 1999
5.	North End Community Health Committee	July 1, 2000
6.	Spaulding Home Health	May 1, 2000
7.	Newton-Wellesley Hospital Home Health Department	October 1, 2000
8.	Greater Salem Visiting Nurse Association	January 1, 2004
9.	Healthcare Dimensions	November 1, 2006
10.	Dana Farber Cancer Institute*	January 1, 1997
11.	Harvard Medical International	April 1, 2008
12.	Boston Center for Rehabilitative and Subacute Care	January 1, 2009
13.	Youville Hospital	January 1, 2010
14.	Partners Private Care LLC	October 1, 2013
15.	BWH Anesthesia Foundation, Inc.	January 1, 2005
16.	Brigham Orthopedic Associates, Inc.	July 1, 2005
17.	Faulkner Emergency Associates, P.C.	January 1, 2012
18.	Brigham Surgical Group Foundation, Inc.	January 1, 2005
19.	Gastroenterology Associates at Faulkner, LLP	January 1, 2015
20.	Harbor Medical Associates	August 7, 2016
21.	South Shore Endoscopy Center	August 7, 2016
22.	Pentucket Medical Associates	September 1, 2014
23.	Twinbrook Surgical Associates	February 1, 2010
24.	Marino Center	January 1, 2014
25.	Private Practice of Dr. McCarthy	July 1, 2011
26.	RIZE Massachusetts	October 1, 2018
27.	Mass General Brigham Urgent Care, Inc	August 1, 2018
28.	Howard Hughes Medical Institute	October 1, 2018
29.	Dover Women's Health	September 9, 2019
30.	Kindred Healthcare	October 1, 2019
31.	North American Partners in Anesthesia	December 1, 2019
32.	Private Practice of Ralph Metson, M.D., P.C.	December 15, 2019
33.	Urology Consultants of the North Shore	October 19, 2020
34.	Seacoast Area Physiatry	December 1, 2020
35.	Strafford Health Alliance	December 27, 2020
36.	Associates in Orthopedics	July 1, 2021
37.	Seacoast General Surgery	October 11, 2021
38.	Hopedale Cardiovascular Associates	January 1, 2022

* Not an acquisition; additional terms and conditions apply.

This list is effective as of January 1, 2022. Mass General Brigham reserves the right to add additional acquired organizations to this list. Please contact **HR Support Center** at **1-833-Ask-MyHR (1-833-275-6947)** or via email at **askmyhr@partners.org i**f you have any questions about service with an acquired organization.



Administrative

This section contains required legal information.

This section contains information on how Plan is administered and a statement of your legal rights as a participant. This information, along with the preceding summary of the Plan, is provided to meet the disclosure requirements of the Employee Retirement Income Security Act of 1974.

Plan identification

The Plan is classified by law as a defined benefit plan. It is registered with the Department of Labor and the Internal Revenue Service under the Employer's Employer Identification Number (EIN): 04-3230035 and the Plan Identification Number (PIN): 499.

Administration

The Benefits Center of Excellence of Mass General Brigham Incorporated has overall responsibility for administration of the Plan and thus is the Plan Administrator. The business address of the Plan Administrator is Benefits Center of Excellence of Mass General Brigham Incorporated, 399 Revolution Drive Somerville, MA 02145. The Plan Administrator can be reached at the following telephone number: 1-833-275-6947.

For purposes of administrative and financial records, the Plan year is the 12-month period ending each September 30 but calculations for length of service are based on calendar year data.

Most questions or concerns about Plan administration can be handled by the **Mass General Brigham Retirement Support Center**, whose telephone number is **1-833-885-5656**. However, if you believe legal action is necessary, the agent for service of legal process is the Secretary of the Retirement Committee, who may be contacted at the address for the Plan Administrator set forth above.

The Plan Administrator has the power and authority to interpret and construe the provisions of the Plan and has sole discretion in making determinations under the Plan, including but not limited to, determinations of fact, eligibility for benefits, and deciding any dispute that may arise regarding the rights of participants or their beneficiaries under the Plan. All interpretations and decisions of the Plan Administrator are final and binding on all interested parties.

The Plan Administrator may delegate any or all of this authority to a third party. To the extent that the Plan Administrator has delegated such authority, the third party has all of the powers and responsibility of the Plan Administrator.

Change of address

To make sure you receive your benefits and any benefit communications pertaining to the Plan, if you change your address after you terminate your employment with your Employer, it is critical you contact the **Mass General Brigham Retirement Support Center** at **1-833-885-5656**.

You must also keep us apprised of any changes to the following information:

- your name and new address;
- your Social Security number; and
- your beneficiary's name and address.

Keeping this information up-to-date will ensure that you (or your beneficiary) receive your benefit payments without undue delay.

Financing

The Plan is funded by annual Employer contributions which are actuarially determined based on the benefits expected to be paid to participants.

The assets of the Plan are held in a trust fund, where they are invested with the aid of professional investment managers selected by the board of directors of Mass General Brigham Incorporated. The name of the trust is the MGB ERISA Master Trust. The Plan Trustees are the individuals who hold the following positions with Mass General Brigham Incorporated: the Chief Financial Officer, the Chief Investment Officer, and the Chief Human Resources Officer.

Benefit restrictions

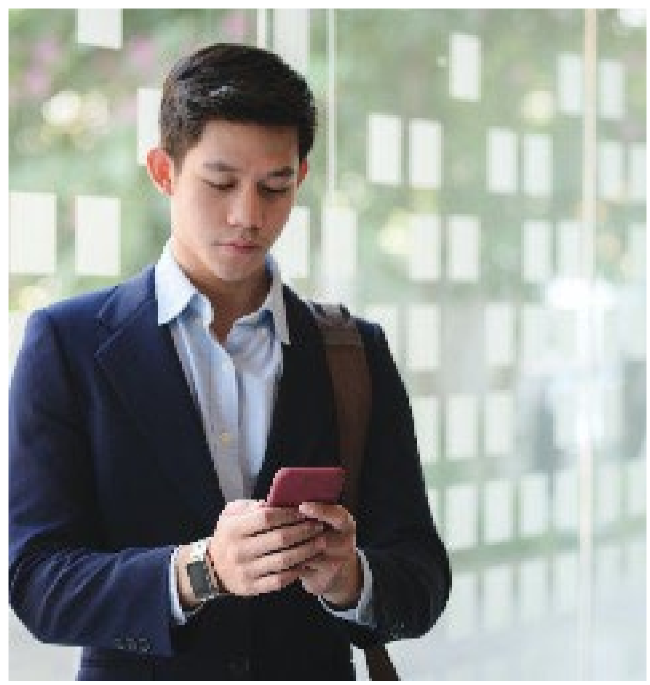
By law, certain restrictions apply if the Plan's funded status decreases below a certain threshold. In the event that benefit restrictions apply to the Plan, the Plan Administrator will separately notify participants and beneficiaries of the Plan.

Top-heavy provisions

Under federal law, an employee benefit plan is considered top heavy if 60% or more of all accrued benefits have been earned by certain highly-paid employees. If the Plan becomes top-heavy, special rules requiring minimum benefits or contributions, and accelerated vesting apply to some participants. The Plan is unlikely to become top-heavy. However, if it does, you will be notified of any effect that it will have on your benefits.

Service of legal process

Service of Legal Process may be made on the Secretary of the Retirement Committee or on the Trustee.



Plan termination

If the Plan is terminated, the benefit you receive will depend on the Plan assets, the terms of the Plan and the benefit guarantees provided by the Pension Benefit Guaranty Corporation (PBGC). The Plan's assets will be shared among participants and beneficiaries according to the following priority, as established by the Employee Retirement Income Security Act of 1974 ("ERISA"):

- certain annuities that participants were eligible to receive during the three years prior to the Plan termination;
- other vested benefits guaranteed by the PBGC;
- other vested benefits; and
- remaining Plan benefits.

If the Plan is fully funded, you will receive your full Account balance. Once your benefit has been determined, it may be paid in the form of one or more cash payments or an insurance company annuity contract which will pay you a monthly income. The exact form of payment may be set by law; if there is a choice, the Plan Administrator will decide the type and timing of payment.

Pension Benefit Guaranty Corporation (PBGC)

Your pension benefits under the Plan are insured by the PBGC. If the Plan terminates (ends) without enough money to pay all benefits, the PBGC will step in to pay pension benefits. Most people receive all of the pension benefits they would have received under the Plan, but some people may lose certain benefits.

The PBGC guarantee generally covers (1) normal and early retirement benefits, (2) Disability benefits if you become disabled before the Plan terminates, and (3) certain benefits for your survivors.

The PBGC guarantee generally does not cover (1) benefits greater than the maximum guaranteed amount set by law for the year in which the Plan terminates; (2) some or all of benefit increases and new benefits based on Plan provisions that have been in place for less than five years at the time the Plan terminates; (3) benefits that are not vested because you have not worked long enough for the Company or its Affiliates; (4) benefits for which you have not met all of the requirements at the time the Plan terminates; (5) certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the Plan's normal retirement age; and (6) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay.

Even if certain of your benefits are not guaranteed, you still may receive some of those benefits from the PBGC depending on how much money the Plan has and on how much the PBGC collects from employers. For more information about the PBGC and the benefits it guarantees, ask the Plan Administrator or contact the PBGC's Technical Assistance Division, 1200 K Street N.W., Suite 930, Washington, D.C. 20005-4026 or call 202-326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 202-326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website at **http://www.pbgc.gov.**

Your rights under ERISA

Your eligibility for the benefits described in this handbook should not be interpreted as a guarantee of employment. Your Employer's employment practices are carried out without regard to the benefits offered as part of your total compensation. However, as a participant in the Plan, you do have certain rights under ERISA.

- You may examine, without charge, copies of Plan documents and other Plan information, including insurance contracts, collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed with the U.S. Department of Labor, which are available by contacting the Plan Administrator. You may obtain copies for reasonable charge upon written request.
- You will receive an annual funding notice for each Plan required by the federal government.
- Once a year you may obtain a statement explaining how many more years, if any, you must work to be entitled to a benefit at normal retirement age and, if you are already entitled to such a benefit, how much it would be if you left your Employer now. You must request the statement in writing. You will also be provided with a benefit statement automatically at least every three years.

If you request materials from the Plan and do not receive them within 30 days, you may file suit in federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay up to $110 a day until you receive the materials unless the materials were not sent because of reasons beyond the Plan Administrator's control.

If your claim for a Plan benefit is denied, you have certain rights of review as described in this summary under ***"Claims and appeals."*** After following the claim appeal procedure, you can file suit in state or federal court if you feel your claim has been ignored or improperly denied.

You also have the right to expect the fiduciaries — the people responsible for the operation of the Plan — to act prudently and solely in the interest of you and other participants and beneficiaries.

If the fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor or you may file suit in a federal court. The court will decide who will pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these cost and fees if, for example, it finds your claim is frivolous.

If you have questions about the Plan, you should contact your Benefits Representative. If you have any questions about this statement of your rights, or about your rights under ERISA, you should contact the nearest Area Office of the U.S. Labor-Management Services Administration, Department of Labor.

Mass General Brigham

Mass General Brigham, Inc.

And

AllWays Health Partners

Appendix A – Participating Employer Information

Eligibility

You are eligible to participate in the Annual Employer Allocation described below if you are employed by Mass General Brigham, Inc. or AllWays Health Partners, you are a member of the classification described in the Eligibility section in the base portion of this Summary Plan Description, and you were actively employed with Mass General Brigham, Inc. or AllWays Health Partners on or after January 1, 2017.

Annual Employer Allocation – Current Plan

You are entitled to an Annual Employer Allocation to your Plan Account equal to a certain percentage of your pay.

To use the chart below to determine the percentage of your pay and the allocation to your Account for that year: add your age and service, then use that number to locate the appropriate row in the chart and find the corresponding percentage of pay. For this purpose, age and service are determined as of December 31 of the year for which you are determining your allocation.

Example:

Don's pay during the year was $45,000. As of December 31, he is 30 years old and has completed 10 years of service. His age plus years of service equal 40, so his employer's annual allocation to his plan account will equal 4% of his pay.

$45,000 x 4% = $1,800

Age Plus Years of Service	Annual Allocation as a Percentage of Base Pay
Less than 35	3% of pay
35 to 44	4% of pay
45 to 54	5% of pay
55 to 59	6% of pay
60 to 64	7% of pay
65 to 69	8% of pay
70 or more	9% of pay

Minimum Allocation

Your annual Employer allocation will be no less than $1,250, prorated for hours worked in the year, and after your Date of Participation, for the Employers noted above.

Service Crediting

Year of service for eligibility purposes

For the purpose of Plan participation, a year of service is generally your first 12 months of employment or any Plan year beginning after your date of hire during which you are credited with at least 1,000 hours of service.

Year of service for vesting purposes

You are generally credited with one year of service for vesting for each calendar year during which you complete at least 1,000 hours of service. You also receive a year of service for vesting if you are credited with 1,000 hours of service during your first year of employment. You will not be credited with more than two years of service during a two year period.

Year of service for determining your eligibility for an Annual Employer Allocation

You are generally credited with one year of service for the purpose of determining your eligibility for an Annual Employer Allocation for each calendar year during which you complete at least 1,000 hours of service. However, you will be credited with an Annual Employer Allocation in the calendar year of your termination even if you do not complete at least 1,000 hours of service.

Prior Plan Benefits

Eligibility

If you were a participant in the Plan as of December 31, 2016, then you are entitled to a Prior Plan benefit relating to your pre-2017 service. If you were a Prior Plan participant, you stopped earning Annual Employer Allocations as of December 31, 2016 under the formula described below entitled "***Annual Employer Allocations – Prior Plan***". Instead, you are eligible for the formula described above entitled "***Annual Employer Allocation – Current Plan***" for post-2016 service. Interest on accounts before January 1, 2017 and effective January 1, 2017 and after is credited as described below.

Annual Employer Allocation – Prior Plan

You were entitled to an Annual Employer Allocation to your Plan Account equal to a certain percentage of your pay.

To use the chart on the following page to determine the percentage of your pay and the allocation to your Account for that year: add your age and service, then use that number to locate the appropriate row in the chart and find the corresponding percentage of pay. For this purpose, age and service are determined as of December 31 of the year for which you are determining your allocation.

Age plus years of service	Annual Allocation as a percentage of base pay
Less than 35	3.5% of pay
35 – 44	4.5% of pay
45 – 54	5.5% of pay
55 – 59	7% of pay
60 – 64	8% of pay
65 – 69	9% of pay
70– 79	10% of pay
80 or more	11% of pay

Interest Credits

Before January 1, 2009, your Account was credited with interest on a calendar year basis as of each December 31, based on its value before your Employer's allocation was made for that year. The interest credit was generally equal to the 1-year Treasury Bill rate in effect on the preceding September 30 plus 1%. The interest credit was never less than 6.5%.

From January 1, 2009 through December 31, 2016, your Account was credited with interest on a calendar year basis as of each December 31, based on its value before your Employer's allocation was made for that year. The interest credit was generally equal to the 1-year Treasury Bill rate in effect on the preceding September 30. The interest credit was never more than the prime lending rate (the base rate on corporate loans at large U.S. commercial banks as reported in The Wall Street Journal) in effect on the preceding September 30 or less than.

- For your pre-2010 balance: 6.5%
- For your post-2009 balance: 5%

Effective January 1, 2017, your Account will be credited with interest on a calendar year basis as of each December 31, based on its value before your Employer's allocation is made for that year. The interest credit for a calendar year will generally equal the 1-year Treasury Bill rate in effect for the month of September during the preceding calendar year. The interest credit will never be less than 5% or more than the prime lending rate (the base rate on corporate loans at large U.S. commercial banks as reported in The Wall Street Journal) in effect during the month of September of the preceding year.