

**PIEDMONT HEALTHCARE, INC.
401(k) TOMORROWPLAN
IRS SAFE HARBOR NOTICE**

December 1, 2022

INTRODUCTION

Piedmont Healthcare, Inc. sponsors the Piedmont Healthcare, Inc. 401(k) TomorrowPlan (“TomorrowPlan”). The TomorrowPlan qualifies as a “safe harbor” plan under Internal Revenue Service guidelines. This means that we will generally not have to perform annual discrimination tests with respect to your Pre-Tax and Roth contributions and the Employer’s matching contributions (but other tests and limits still apply).

The TomorrowPlan is a safe harbor plan because it provides a required Employer matching contribution and a compliant vesting schedule. This Notice describes the matching contribution, vesting provisions and other important information.

ELIGIBILITY

If you have any questions on whether you are eligible to participate in the TomorrowPlan and whether you are eligible to receive an Employer Matching Contribution, please contact the plan administrator at the address and phone number listed at the end of this Notice.

CONTRIBUTIONS TO THE TOMORROWPLAN

Pre-Tax 401(k) Contributions. You can contribute from 1% to 100% of your “eligible compensation” (defined below) (but your combined Pre-Tax, Roth and regular After-Tax Contributions may not to exceed 100% of your eligible compensation) as a Pre-Tax Contribution to the TomorrowPlan. However, your Pre-Tax and Roth Contributions cannot exceed an IRS limit. In 2023, the IRS contribution limit is \$22,500. Pre-Tax Contributions are not subject to income tax in the year in which they are made, but the contributions and earnings are subject to tax when distributed from the plan.

Roth Contributions. You can contribute from 1% to 100% of your “eligible compensation” (defined below) (but your combined Pre-Tax, Roth and regular After Tax Contributions may not exceed 100% of your eligible compensation) as a Roth Contribution to the TomorrowPlan. However, your Pre-Tax and Roth Contributions cannot exceed an IRS limit. In 2023, the IRS contribution limit is \$22,500. Roth Contributions are subject to income tax in the year in which they are made, but Roth Contributions and earnings will not be subject to income tax when distributed from the TomorrowPlan if certain conditions are met. For a distribution to be non-taxable, the distribution must be made after a 5-year period beginning on the first day of the year for which you make Roth Contributions, and the distribution must be made after you attain age 59½, die or become disabled.

Catch-Up Contributions. If you will be 50 years old or older by the end of the plan year (December 31, 2023), you may be eligible to make catch-up contributions under the TomorrowPlan. To be eligible, your Pre-Tax and Roth Contributions must have reached or will reach the maximum permissible amount (\$22,500 for 2023). If so, you are entitled to make additional Pre-Tax and Roth Contributions. Your catch-up contributions may be either Pre-Tax, Roth or a combination of Pre-Tax and Roth. In 2023, the additional contribution limit is \$7,500.

After-Tax Contributions. You may also make “regular” After-Tax Contributions to the Tomorrow Plan. Regular After-Tax Contributions are included in your taxable income in the year in which they are made. Unlike Roth Contributions, earnings on your regular After-Tax Contributions are included in your income when distributed from the TomorrowPlan. Regular After-Tax Contributions are not subject to the combined limit (\$22,500 for 2023) that applies to Pre-Tax or Roth Contributions, but the total contributions to the Plan, including Pre-Tax, Roth, regular After-Tax and Matching Contributions, may not exceed 100% of your compensation or the Code Section 415 maximum annual contribution limit (\$66,000 for 2023, not including Catch-Up Contributions).

Rollover Contributions. Finally, if you have money in a tax qualified retirement plan of another employer or in certain types of IRAs or other retirement plans, you may be able to roll over those moneys to the TomorrowPlan (called a rollover contribution). In addition, if you took a “coronavirus-related distribution” in 2020, you may repay all or part of that distribution within three years from the date of that distribution and it will be treated as a rollover contribution so that you will not owe taxes on the distribution. Rollover contributions are not matched. Please contact the plan administrator to the TomorrowPlan if you have any questions about rollovers.

Automatic Enrollment. If you are hired or rehired as an eligible employee and you do not make an affirmative election to make (or not make) contributions to the TomorrowPlan, you will be deemed to have made an election to make Pre-Tax Contributions equal to 3% of your eligible compensation, to be effective 30 days following your receipt of a notice describing this automatic enrollment feature. You may opt out of automatic enrollment or make a different contribution election at any time.

For information on making or adjusting a 401(k) Contribution election, see the section below entitled “How to make a 401(k) Contribution.”

MATCHING CONTRIBUTIONS TO THE TOMORROWPLAN

After you become eligible to receive an Employer Contribution, your Employer will contribute one dollar for each dollar of Pre-Tax and Roth Contributions you contribute to the TomorrowPlan up to 6% of your eligible compensation (defined below) as described in the following chart. These contributions are known as Employer Matching Contributions. Matching contributions are not made on regular After-Tax Contributions.

You will only receive the Employer Matching Contribution if (i) you satisfy the eligibility requirements to receive an Employer Matching Contribution and (ii) you choose to contribute to the TomorrowPlan after you become match eligible. The summary plan description (“SPD”) describes the eligibility requirements to receive an Employer Matching Contribution. See the last

section of this Notice entitled “Other Important Information” for information on how to obtain a copy of the SPD at no charge.

HOW THE EMPLOYER MATCHING CONTRIBUTION WORKS

When You contribute this amount ...	Your Employer makes a matching contribution of ...	For a total contribution of ...
1%	1%	2%
2%	2%	4%
3%	3%	6%
4%	4%	8%
5%	5%	10%
6% or more	6%	12% or more (employee contribution + 6%)

Employer Matching Contributions will be made for each pay period based on your Pre-Tax and Roth contributions for that pay period. In addition, following the end of each calendar year, your employer may make an additional “true-up” matching contributions to your account. The purpose of the true-up contribution is to ensure that you receive the maximum matching contribution based on your Pre-Tax and Roth contributions for the year, regardless of the rate at which you make Pre-Tax or Roth contributions during the year. The true-up is based only on your contributions and compensation for periods after you satisfy the eligibility requirements to receive Employer Matching Contributions under the TomorrowPlan.

Piedmont Healthcare, Inc. reserves the right to amend the Plan mid-year to reduce or suspend Employer Matching Contributions. If this occurs, a supplemental notice will be provided and the reduction or suspension will not apply until at least 30 days after the supplemental notice is provided.

OTHER CONTRIBUTIONS TO THE TOMORROWPLAN

Your employer may also make other contributions to the Plan. The SPD includes an explanation of these contributions and the conditions on which such contributions are made.

HOW TO MAKE A 401(k) CONTRIBUTION

You can make a 401(k) Contribution election online or over the phone. Your election will be effective on the first day of the payroll period that begins as soon as administratively feasible after you make your election (or when you become eligible to participate, if later). You may elect to contribute any percentage of your eligible compensation each pay period (up to the limits described in this notice).

You may make your elections online by visiting www.netbenefits.com. If you are a new user, you will need to first establish a password. Please follow the New User Registration instructions on the website to establish your account.

You may also make your elections by calling Fidelity at 1-800-343-0860. You will need your personal information, including name, address, social security number, date of birth, and employee ID to make elections over the phone.

You can change your 401(k) Contribution election at any time. Any such change will be effective on the first day of the payroll period that is as soon as administratively feasible after the plan administrator receives your request. If you suspend your 401(k) Contributions, you may resume making contributions to the TomorrowPlan at any time. Your re-enrollment will be effective as of the first payroll period that is as soon as administratively feasible after informing the plan administrator.

ELIGIBLE COMPENSATION

Eligible compensation is generally your gross annual earnings reported on IRS Form W-2 (Box 1 – Wages, Tips and Compensation, or its comparable location as provided on IRS Form W-2 in future years). Included in eligible compensation are your pre-tax contributions under the TomorrowPlan, pre-tax contributions to a Code Section 457(b) plan, pre-tax contributions to a Code Section 125 cafeteria plan, pre-tax contributions to a Code Section 132(f) qualified transportation fringe benefit plan and any deemed Section 125 compensation.

Eligible compensation DOES NOT include the following:

- Bonuses, other than the Management Incentive Plan
- Reimbursements or other expense allowances
- Fringe benefits (cash and non-cash)
- Moving expenses
- Deferred compensation
- Short-term disability benefits
- Welfare benefits (including workers compensation and severance pay).

Eligible compensation DOES include the following:

- PTO cash payments (but not including a lump sum cash payment of unused PTO, if any, paid while employed)
- Annual Incentive Plan

Eligible compensation earned before you become eligible to participate in the TomorrowPlan is ignored. Eligible compensation in excess of the limits of Code Section 401(a)(17) is also ignored (\$330,000 in 2023).

VESTING PROVISIONS

You are always 100% vested in your 401(k) Contributions (including Catch-Up Contributions) and Rollover Contributions. You are also 100% vested in your Employer Matching Contributions.

Generally, Employer Discretionary Contributions are vested in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 Year	0%
1 Year	20%
2 Years	40%
3 Years	60%
4 Years	80%
5 Years or More	100%

You earn a Year of Vesting Service for each calendar year of employment with an Employer in which you complete 1,000 or more hours of service.

In general, your prior vesting service under any of the following retirement plans also counts as vesting service under the TomorrowPlan:

- Piedmont Newnan Hospital, Inc. Retirement Plan
- Piedmont Medical Care Corporation 401(k) Profit Sharing Plan
- Piedmont Heart Institute, Inc. 401(k) Plan
- Henry Medical Center Retirement Plan
- Athens Regional Health Services, Inc. Defined Contribution Retirement Plan

Additionally, in some circumstances, your employment with certain prior employers may entitle you to credit for vesting and eligibility under the TomorrowPlan. Please consult your SPD or contact your plan administrator for details.

You also become 100% vested if you die while employed, become permanently disabled while employed, or if you retire from employment with an Employer on or after you attain normal retirement age (which, for most participants, is age 65).

WITHDRAWAL PROVISIONS

You are entitled to a distribution of your vested Account when you terminate employment with your Employer (including termination of employment due to voluntary resignation, involuntary discharge, retirement, disability or death).

Distributions are made in a single lump sum cash payment, in installments, or in partial withdrawals. Hardship distributions are not permitted under the TomorrowPlan.

After you attain age 59½, you can withdraw all or part of your 401(k) Contributions, Catch-Up Contributions and Rollover Contributions (including earnings on such contributions).

You may make an “in-plan Roth rollover” of any portion of your vested account, other than your Roth contribution and Roth rollover account and amounts subject to an outstanding loan, while you are still employed. The amount of the in-plan rollover (excluding regular After-Tax Contributions but not earnings on those contributions) will be included in your taxable income for the year of the rollover, but you will not be subject to tax when these amounts are distributed if you satisfy the requirements described above for distribution of Roth Contributions to be non-taxable.

Loans are permitted under the TomorrowPlan. Please refer to the SPD or contact the plan administrator if you have questions regarding loans.

OTHER IMPORTANT INFORMATION

If you have questions regarding this Notice or would like to obtain a SPD of the TomorrowPlan, please contact the plan administrator at the following address or phone number:

Piedmont Healthcare, Inc.
Attn: Vicki Cansler
1800 Howell Mill Road
Atlanta, GA 30318
678-503-1900

You may also obtain an SPD at www.mypiedmontbenefits.com.

Piedmont Healthcare Inc. and its affiliates reserve the right to terminate or amend any of their retirement or benefit plans at any time, in whole or in part, for any reason. Any such amendment or termination may apply to current and future participants, current and future retirees, covered spouses, beneficiaries and dependents. This information provides highlights of the TomorrowPlan. A complete description of the TomorrowPlan can be found in the TomorrowPlan's legal document and SPD. Every effort has been made to provide an accurate summary of the plans in this information. However, this information does not replace or change the meaning of the TomorrowPlan legal document or SPD. If there is a conflict between this information and the official plan documents, the official plan documents will govern.