

Who Can Participate?

Participation is open to employees who have met the following requirement(s):

- Attained age 18.
- Completed 3 Month(s) of Service, as defined by the Plan.
- Must be scheduled to work in excess of 1,000 hours during the course of the year.

However, the service requirement will be waived for employees employed on 08/01/2020.

The Plan does *not* allow participation by employees who are:

- Covered by a collective bargaining agreement
- Non-resident aliens with no U.S. earned income
- Employees scheduled to work less than 1,000 hours per year.

Other requirements may also have to be met, as described in the Summary Plan Description.

When Will I Join?

Eligible employees will join the Plan on the first day of the Plan year following the date on which the eligibility requirements are met.

How Do I Contribute To The Plan?

- If you are a new employee, you will be automatically enrolled in the Plan on the Plan entry date. This means that elective deferrals in the amount of 3% of compensation will automatically be deducted from your compensation, unless you elect not to participate in the Plan or change or stop your contributions. Your Plan allows you to make elective deferrals up to the maximum allowed by law. The dollar limit is \$20,500 for 2022.
- You can also designate your salary deferrals to a Plan account that accepts Roth after-tax contributions. In 2022, you may contribute as much as \$20,500, in total, to all accounts (Roth after-tax contributions and pre-tax deferrals). Roth contributions will be included as taxable income to the employee. Earnings on the Roth contribution will accumulate tax free, and retirement withdrawals may be exempt from federal income tax.
- If you have an existing qualified retirement plan (pre-tax), Roth account, 403(b) tax deferred arrangement or governmental 457 plan with a prior employer or hold a taxable IRA account or conduit IRA account, you may transfer or roll over that account into the Plan anytime.

Can I Make Catch-up Contributions To The Plan?

- If you are age 50 or older and make the maximum allowable deferral to your Plan, you are entitled to contribute an additional amount as a "catch-up contribution". The catch-up contribution is intended to help eligible employees make up for smaller contributions made earlier in their career. The maximum catch-up contribution is \$6,500 for 2022. See your Benefits Administrator for more details.

Can I Stop Or Change My Contributions?

- You may stop your contributions anytime upon written notice. Once you discontinue contributions, you may start again anytime upon written notice.
- You may increase or decrease the amount of your contributions anytime.

How Does Rendr Care Physicians Contribute To The Plan?

The Plan also provides for Rendr Care Physicians to make contributions.

- Rendr Care Physicians will make safe harbor matching contributions of 100% of the first 3% of compensation you contribute to the Plan and 50% of the next 2% of compensation you contribute to the Plan. Other limitations may apply.

How Do I Become "Vested" In My Plan Account?

Vesting refers to your "ownership" of a benefit from the Plan. You are always 100% vested in your Plan contributions and your rollover contributions, plus any earnings they generate. You are 100% vested in the "safe harbor" contributions Rendr Care Physicians makes on your behalf, plus any earnings they generate.

How Are Plan Contributions Invested?

- You give investment directions for your Plan account, selecting from investment choices provided under the Plan, as determined by Rendr Care Physicians.
- If you do not choose any investment options, Rendr Care Physicians has determined that your account will be invested in the fund listed below most applicable to the date you are expected to retire.

| <u>Investment Option Name</u> | <u>From Date</u> | <u>To Date</u> |
|--------------------------------------|------------------|----------------|
| Vanguard Target Retirement 2025 Fund | 01/01/2021 | 12/31/2025 |
| Vanguard Target Retirement 2030 Fund | 01/01/2026 | 12/31/2030 |
| Vanguard Target Retirement 2035 Fund | 01/01/2031 | 12/31/2035 |
| Vanguard Target Retirement 2040 Fund | 01/01/2036 | 12/31/2040 |
| Vanguard Target Retirement 2045 Fund | 01/01/2040 | 12/31/2045 |
| Vanguard Target Retirement 2050 Fund | 01/01/2046 | 12/31/2050 |
| Vanguard Target Retirement 2055 Fund | 01/01/2051 | 12/31/2055 |
| Vanguard Target Retirement 2060 Fund | 01/01/2056 | 12/31/2060 |
| Vanguard Target Retirement 2065 Fund | 01/01/2061 | 12/31/2065 |

If your date of birth is not on file, the investment selection will be made by your Plan Administrator.

- You may change your investment choices anytime.
- More information about your Plan's investment choices can be found elsewhere in these materials.

The Plan is intended to be an ERISA Section 404(c) plan. This simply means that you "exercise control" over some or all of the investments in your Plan account. The fiduciaries of the Plan may be relieved of liability, or responsibility, for any losses that you may experience as a direct result of your investment decisions.

As a Plan participant, you may request certain information from Michelle Chapman, Director of Total Rewards, 1 Penn Plaza, Suite 4510, New York, NY 10119, Phone: (646) 630-8266 , Extension: 275. This information includes: annual operating expenses of the Plan investments; copies of prospectuses, financial statements, reports, or other materials relating to Plan investments provided to the Plan; a list of assets contained in each Plan investment portfolio; the value of those assets and fund units or shares; and the past and current performance of each Plan investment.

When Can Money Be Withdrawn From My Plan Account?

Money may be withdrawn from your Plan account in these events:

- Your attaining age 59½.
- Death.
- Disability.
- Termination of Employment.

To receive favorable tax treatment, distributions of Roth contributions must be made after the participant reaches age 59½, or on account of the participant's death or disability, and must be made at least 5 years after the date the first Roth contribution was made. See your Summary Plan Description for more details about taking withdrawals from the Plan. Be sure to talk with your tax advisor before withdrawing any money from your Plan account.

May I Withdraw Money In Case Of Financial Hardship?

If you have an immediate financial need created by severe hardship and you lack other reasonably available resources to meet that need, you may be eligible to receive a hardship withdrawal from your account.

A hardship, as defined by the government, can include:

- costs directly related to buying a principal residence (excluding mortgage payments),
- paying for your or a spouse or dependent's college education,
- paying certain medical expenses,
- preventing eviction from or foreclosure on your principal residence,
- paying for funeral expenses of your parent, spouse, child, dependent, or primary beneficiary,
- paying for qualifying repairs to your principal residence, within tax law limits; or
- paying for expenses and losses (including loss of income) incurred on account of a disaster declared by the Federal Emergency Management Agency (FEMA) provided your primary residence or principal place of employment is located in an area designated by FEMA for individual assistance with respect to the disaster.

If you feel you are facing a financial hardship, you should see your Plan Administrator for more details.

May I Borrow Money From My Account?

The Plan is intended to help you put aside money for your retirement. However, Rendr Care Physicians has included a Plan feature that lets you borrow money from the Plan.

- The amount the Plan may loan to you is limited by rules under the tax law. In general, all loans will be limited to the lesser of: one-half of your vested account balance or \$50,000.
- The minimum loan amount is \$1,000.
- All loans must generally be repaid within five years. A longer term may be available if the loan is to be used to purchase your principal residence.
- You may have 1 loan(s) outstanding at a time.
- You pay interest back to your account. The interest rate on your loan will be the Prime Rate plus 1.00%.
- A \$25 per year maintenance fee is charged to your account.

Other requirements and limits must be met, and certain fees may apply. Refer to the Summary Plan Description for more details about this participant loan feature.

How Do I Obtain Information About My Plan Account?

- You will receive a personalized account statement quarterly. The statement shows your account balance as well as any contributions and earnings credited to your account during the reporting period.
- You will also have access to an Internet Site (www.HeritagePension.com) which is designed to give you current information about your Plan account. You can get up-to-date information about your account balance, contributions, investment choices, and other Plan data. You will receive additional information on how to use the Internet Site.

How Do I Enroll?

Simply complete the enrollment forms provided and return them to the person designated or your Benefits Administrator.

Summary Plan Description

The above highlights provide only a brief overview of the Plan's features and are not a legally binding document. A more detailed Summary Plan Description will be given to you. Please read it carefully and contact your Plan Administrator if you have any further questions.

What Expenses Are Associated With Participating In The Plan?

Retirement plans have different types of expenses.

Administration expenses – These are charges for services such as legal, accounting and recordkeeping expenses.

In our Plan, these expenses are paid partly by the Plan and partly by participants. A participant's share of these expenses is allocated on a pro rata basis. Your share of these expenses is based on the value of your account balance over the total assets in the Plan.

Administrative expenses equal to .03% per month are deducted from participant accounts to cover record keeping, legal, compliance and tax reporting for the plan.

Individual expenses – These are expenses you may incur if you take advantage of certain Plan features.

Loans – An annual \$25 maintenance fee will be charged to your account. In addition, you will pay interest back to your account at the Prime Rate plus 1.00%.

Qualified Domestic Relations Order (QDRO) – The following QDRO-related expenses will be charged to your account:

- A \$50 charge for each check issued pursuant to the order

Distributions – The following distribution-related expenses will be charged to your account:

- A \$50 charge for each check issued

Advisor Fees – An advisor fee of .0208% is deducted from participant accounts on a monthly basis.

Investment expenses – Your investment options under our Plan have different expenses associated with them. Possible expenses for each investment option are identified in the investment performance summary and fund fact sheet page(s) of this booklet.