

Baptist Health System, Inc. Retirement Plans (the “Plans”)

AUTOMATIC CONTRIBUTION / QUALIFIED DEFAULT INVESTMENT ALTERNATIVE NOTICE FOR 2020 PLAN YEAR

From: Plan Administrator, Baptist Health System, Inc. Matched Savings Plan and Pavilion Health Services 401(k) Plan (“Plans”)

Plan Sponsor: Baptist Health System, Inc. (“Employer”)

Re: Notice of Default Investments under the Plan.

The provisions below apply to the Plans for the Plan Year beginning January 1, 2020.

AUTOMATIC CONTRIBUTION ARRANGEMENT

Automatic contributions (deferrals): This notice advises you of certain rights and obligations you have under the Plan. The Plan includes an Automatic Contribution Arrangement (“ACA”) for new hires on or after January 1, 2018. Under the ACA provisions of the Plan for the 2020 plan year, Baptist Health System, Inc. will automatically withhold from your compensation 3% per pay period (referred to as the “automatic deferral percentage”), and will transmit the withheld amount to the Plan as your elective deferrals.

If you wish to defer the automatic deferral percentage, you do not need to make a deferral election. If you do not wish to defer any of your compensation, or you wish to defer a percentage of your compensation different from (either more or less than) the automatic deferral percentage, you may elect within a reasonable time after receipt of this notice, and before the first automatic deferral to which this notice applies, to defer a different percentage (“contrary election”) of your compensation (including zero).

Your contrary election will be effective as soon as the Plan Administrator reasonably can implement your election after receipt and will remain in effect unless and until you change it.

Limited right to withdraw automatic deferrals: Within the time period described in this paragraph, you may elect to have the Plan distribute to you all of your prior automatic deferrals and allocable earnings on the deferrals. You may make this election on the contrary deferral election form the Plan Administrator will provide to you upon request. You must make this election no later than 90 days after the first automatic deferral is taken from your compensation. If you elect to withdraw all of your prior automatic deferrals, you will pay income tax on the distributed amount, but you will not be subject to the 10% premature distribution penalty tax, even if you receive the distribution prior to age 59½.

QUALIFIED DEFAULT INVESTMENT ALTERNATIVE

How are my Plan account(s) invested: If you do not provide investment instructions as to how you wish to have your contributions invested, the Plan will invest them on your behalf in a Target Maturity Fund. The fund that closely corresponds to your age based on the date of birth ranges below will be used as your qualified default investment alternative.

If you make a contribution to the Plan, or if the employer makes a contribution to the Plan on your behalf, including elective deferrals under an automatic contribution arrangement, the QDIA will be used unless you have provided investment instructions.

Right to Direct Investments: You have the right to direct the investment of all of your accounts in any of the investment choices available under the Plan. Even if the Plan invests some or all of your accounts in the QDIA, you have the continuing right to direct or redirect the investment of your accounts.

You may change your investments at any time. You are also entitled to invest in any of the alternative investment choices offered under the Plan without incurring a financial penalty.

Default investment: You may invest your account(s) in any of the investment choices offered under the Plan. If you do not make an election as to how the Plans should invest your contributions, then the Plans will invest your new contributions in the “default” investments that the Plan Administrator has selected. The default investments are the JP Morgan SmartRetirement funds based on age, and are more fully explained below.

Grandfathered Default Investment: Funds deposited no later than December 23, 2007, into the default fund are referred to as “Grandfathered” Default Investments. You may invest your Grandfathered account(s) in any of the investment choices offered under the Plans. For default funds invested prior to December 24, 2007, if you did not make an election as to how the Plans should have invested your contributions, the Plans invested your contributions in the “default” investment at that time, which was the Fixed Interest Option Fund. Funds deposited no later than December 23, 2007, shall remain invested in the Fixed Interest Option Fund and are often referred to as “Grandfathered.”

Description of default investments: The description of the default investments are as follows:

Fund	Date of Birth
JPMorgan Smart Retirement Income	Before 1953
JPMorgan Smart Retirement 2020	1953 – 1957
JPMorgan Smart Retirement 2025	1958 – 1962
JPMorgan Smart Retirement 2030	1963 – 1967
JPMorgan Smart Retirement 2035	1968 – 1972
JPMorgan Smart Retirement 2040	1973 – 1977
JPMorgan Smart Retirement 2045	1978 – 1982
JPMorgan Smart Retirement 2050	1983 – 1987
JPMorgan Smart Retirement 2055	1988 – 1992
JPMorgan Smart Retirement 2060	After 1992

Investment objectives: The JPMorgan SmartRetirement funds automatically re-allocate and become more conservative over time as a participant approaches retirement. The investments seek high total return with a shift to current income and some capital appreciation over time as the fund approaches and passes the target retirement date. The funds are a "fund of funds" that invest in other J.P. Morgan Funds (underlying funds). Each fund is designed to provide exposure to a variety of asset classes through investments in underlying funds, and over time the fund's asset allocation strategy will change.

Fees and expenses: Fees range from 0.52% to 0.59%. Fees are subject to change. Please refer to the fund fact sheets and prospectuses found online at www.valic.com/baptisthealthjacksonville.

Where to go for Further Information: Investors should carefully consider the investment objectives, risks, fees, charges and expenses before investing. This and other important information is contained in the prospectus, which can be obtained from your financial professional or by accessing your account at www.valic.com. You can also request a prospectus by contacting the VALIC financial advisors at 904-202-2812. Read the prospectuses carefully before investing.

You can obtain further information about the Plan’s investment alternatives by contacting the Plan Administrator at:

Baptist Health System, Inc.
841 Prudential Drive
Aetna Building Suite 640
Jacksonville, FL 32207
(904) 202-4894