



Florida Health Sciences Center

403(b) Savings Plan Highlights

Your Florida Health Sciences Center 403(b) Savings Plan can help you save money for a secure retirement. Advantages include:

- Pretax and Roth after-tax contributions through payroll deduction
- Lower current taxable income due to pretax contributions
- Opportunity for tax-deferred growth
- Employer match contributions

This is not your plan document or your Summary Plan Description. The administration of each plan is governed by the actual plan document. If discrepancies arise between this summary and the plan document, the plan document will govern.

Automatic enrollment and eligibility

New team members will be automatically enrolled with 2% of your includible compensation deducted from your paycheck on a pretax basis. You may choose to opt out of the plan or affirmatively elect a different deferral amount. If you are a non-resident alien team member receiving no U.S. earned income, you are not eligible to participate. If you do not select investment choices, your contributions will be invested in one of the T. Rowe Price Retirement Target Date Funds based on a projected retirement age of 65.

Increase your contributions to at least 6% to take full advantage of employer match! Here's how ...

Decide how much you want to save, how you want to invest your contributions and choose from these methods.

- **Online** — Visit tgh.aigrs.com and follow the prompts.
- **By phone** — Call our Enrollment Center at 1-888-569-7055 between 8:30 a.m. and 8:00 p.m. (ET).
- **Financial professional** — Your financial professional can meet with you virtually by phone, Webex or FaceTime, and walk you through the process.

You may opt out of automatic enrollment either online or via phone using the information provided.



Beneficiary designations

Make sure to designate your beneficiaries for your 403(b) Savings Plan by logging on to tgh.aigrs.com. Don't forget to update it when there's a major change in your life – like a marriage, new child, divorce or death.

Your contributions

Generally, you may contribute on a pretax basis, Roth after-tax basis, or a combination up to 100% of your annual includible compensation. The IRS contribution limit is \$19,500 in 2021. You can increase or decrease your contribution amount at any time.

Catch-up contributions

You may be able to contribute up to an additional \$6,500 in 2021 if you are age 50 or older.

Employer contributions

Florida Health Sciences Center will make a safe harbor matching contribution of 100% of the amount you contribute to the plan for the first 4% of compensation plus 50% of the amount you contribute between 4% and 6% of plan compensation.

In addition, Tampa General Hospital team members who have completed one year of service, have reached age 21 and work 1,000 hours are eligible to receive an employer contribution equal to 0.5% of the team member's compensation.

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Fee disclosure information

Obtain specific fee disclosure and fund performance information by visiting tgh.aigrs.com and clicking on “Fee Disclosure” in the dark box at the bottom of the screen.

Vesting

You are always 100% vested in your own contributions. You are also immediately vested in any employer matching contributions. You are 100% vested in the .5% employer contributions after three years of service.

Account consolidation

You might be able to transfer your vested retirement account balance from a prior employer’s plan to your Florida Health Sciences Center 403(b) Savings Plan with AIG Retirement Services. This may be a way to simplify your financial profile and to ensure your overall investments are suitably diversified and consistent with your investment preferences. However, before moving funds, check with your other provider to determine if your account has any restrictions or imposes a withdrawal penalty or charges.

Investment flexibility

You decide how to invest all contributions among a wide variety of industry-recognized mutual funds and the Fixed-Interest Option* offered under the Florida Health Sciences Center 403(b) Savings Plan. For a complete list of the investments available in the plan, including performance, descriptions, fees and other information, log on to tgh.aigrs.com.

Investment values of the mutual funds you choose will fluctuate, and there is no assurance that the objective of any fund will be achieved. Mutual fund shares are redeemable at the then-current net asset value, which may be more or less than the original cost. Investing involves risk, including possible loss of principal.

Fund Annual Operating Expenses apply depending on the mutual funds chosen and are described in the prospectus.

* Policy Form series GFUA-398, a group fixed unallocated annuity issued by The Variable Annuity Life Insurance Company, Houston, Texas.

Fixed-Interest Option transfer restrictions

Generally, participants may transfer assets from the Fixed-Interest Option into equity options at any time and, after 90 days, from equity options into another fixed-income option such as a money market fund, a stable value fund or certain short-term bond funds, if such “competing options” are allowed in the plan.

Loans

Loans make it possible for you to access your account, subject to certain limitations, without permanently reducing your account balance. Defaulted loan amounts (not repaid on time) will be taxed as ordinary income and may be subject to a 10% federal early withdrawal tax penalty if you are under age 59½.

Withdrawal options

The Florida Health Sciences Center 403(b) Savings Plan was established to encourage long-term savings. You can generally withdraw your vested account balance if you meet one of the following requirements:

- Age 59½
- Retirement or severance from employment
- Your death or total disability
- Financial hardship

In addition, you must begin taking distributions once you reach age 72 (age 70½ if born before July 1, 1949) or you retire, whichever is later.

Withdrawals prior to age 59½ might be subject to federal restrictions and a 10% federal early withdrawal tax penalty.

Distribution options

AIG Retirement Services offers many distribution options, allowing you to tailor your benefits to meet your individual needs. Your distribution options in the Florida Health Sciences Center 403(b) Savings Plan include:

- Transferring or rolling over your vested account balance to another tax-advantaged plan that accepts transfers of rollovers
- Electing systematic or partial withdrawals
- Taking a lump-sum distribution
- Deferring distributions until the later of age 72 (age 70½ if born before July 1, 1949) or severance of employment, and allowing your account to continue to grow on a tax-deferred basis

Generally, income taxes must be paid on all amounts you withdraw from your plan. A 10% federal early withdrawal tax penalty may apply to distributions taken prior to age 59½.

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Distribution options, cont.

Qualified distributions from a Roth account are tax-free. Generally, a qualified Roth distribution is a distribution that (1) is withdrawn after the end of the five-year period beginning with the first year in which a Roth contribution was made to the plan, and (2) is after reaching age 59½, death or disability.

Consult your financial professional for more specific information.

Account access

You can access your account information and perform certain transactions, 24 hours a day, seven days a week from anywhere at any time.

- **Online** – tgh.aigrs.com
- **By phone** –1-800-448-2542

Access account information on your mobile device.

- **AIG Retirement Services Mobile** for iPad®, iPhone® or Android™-based phones

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CLICK tgh.aigrs.com CALL 1-800-426-3753 VISIT your financial professional

The principal value of an investment in a target date fund is not guaranteed at any time including at or after the target maturity date. The target date is the approximate date when investors plan to start withdrawing money. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. Some target date funds maintain a substantial allocation to equities both prior to and after the target date, which can result in greater volatility over shorter time periods. If an investor plans to retire significantly earlier or later than age 65, the funds may not be an appropriate investment even if the investor is retiring on or near the target date. Read the prospectus carefully before investing.

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 at tgh.aigrs.com. You can also request a copy by calling 1-800-428-2542. Read the prospectuses carefully before investing.

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