

# AU Health System, Inc.

## 403(b) Retirement Savings Plan



AU Health System, Inc. 403(b) Retirement Plan affords you an opportunity to help accumulate money for a secure retirement. You contribute pretax dollars automatically by convenient payroll reduction, which might lower current income taxes. In addition, AU Health System, Inc. will contribute to the plan on your behalf as outlined below. Your account benefits from the opportunity for tax-advantaged growth.

This is not your plan document. 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.

### Eligibility

You are immediately eligible to participate in the plan and may begin contributing to the plan on the first day of a payroll period following employment. There is no age or service requirement for eligible employees to participate.

Certain classes of employees are not eligible to participate in this plan:

- Student-teachers

### Enrolling is easy! Here's how ...

Simply decide how much you want to save and how you want to invest contributions to your account. There are three convenient ways to enroll:

- **Online** — Visit [aig.com/RetirementServices](http://aig.com/RetirementServices).
- **By phone** — Call our Enrollment Center at 1-888-569-7055 between 8:30 a.m. and 8:00 p.m. (ET).
- **In person** — Ross Douglas  
Office: 706-722-4600  
Derrick Merck  
Office: 706-722-4600

### Your contributions (subject to plan terms)

Generally, you may contribute as much as 100% of your annual includible compensation up to \$20,500 in 2022. You may increase or decrease your contributions as often as your employer allows.

### Catch-up contributions

You may be able to contribute up to an additional

- \$3,000 if you have 15 or more years of service with a qualifying employer and have undercontributed in prior years, and/or
- \$6,500 in 2022 if you are age 50 or older

If eligible for both catch-up contributions above, you must exhaust the 15-year catch-up first.

### Fee disclosure information

Obtain specific fee disclosure and fund performance information by visiting [aig.com/RetirementServices](http://aig.com/RetirementServices) and clicking on “Fee Disclosure” in the dark box at the bottom of the screen.

# AU Health System, Inc.

## 403(b) Retirement Savings Plan

### Stop/change contributions

You may change your contribution amount or discontinue contributing to your plan at any time and resume contributing again later, subject to plan provisions and any administrative requirements. In the meantime, your account will continue to grow on a tax-deferred basis.

### Vesting

You are always 100% vested in your own contributions.

### Account consolidation

You might be able to transfer your vested retirement account balance from a prior employer's plan to your AU Health System, Inc. 403(b) Retirement 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, imposes a withdrawal penalty or provides favorable terms.

### Investment flexibility

You decide how to invest all contributions among the mutual funds and the Fixed-Interest Option\* offered under the AU Health System, Inc. 403(b) Retirement Plan.

Remember, this plan represents a long-term investment. 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. Bear in mind that investing involves risk, including possible loss of principal.

\* Policy Form series GFUA- 315, 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.

### Tax-free loans

The plan is intended to help you put aside money for your retirement. However, AU Health System, Inc. has included a plan feature that enables you to access money from the plan tax free without permanently reducing your account.

- The amount the plan can loan to you is limited by rules under the tax law. All loans will be limited to the lesser of: 100% of your vested account balance up to \$10,000, or 50% of your vested account balance for loans in excess of \$10,000, not to exceed \$50,000.
- The minimum loan amount is \$1,000.
- All loans must generally be repaid within five years.
- You can have one loan outstanding at a time.
- You pay interest back to your account. The interest rate on your loan will be the Prime Rate plus 1%.
- A \$50 processing fee for all new loans and a \$50 per year loan maintenance fee are charged to your account.

### Withdrawal restrictions

Your plan was established to encourage long-term savings, so withdrawals prior to age 59½ may be subject to federal restrictions and a 10% federal early withdrawal tax penalty.

Generally, depending on plan provisions, you may withdraw your vested account balance if you meet one of the following requirements:

- Reaching age 59½
- Retirement or severance from employment
- Your death or total disability
- Hardship

Withdrawal restrictions may be different for employer contribution accounts.

The following are events upon which you may withdraw vested amounts without incurring a 10% federal early withdrawal tax penalty:

- Reaching age 59½
- Severance from employment on or after age 55
- Your death or total disability
- Taking substantially equal payments for a period of five years or upon reaching age 59½, whichever is later

# AU Health System, Inc.

## 403(b) Retirement Savings Plan

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.

### Distribution options

Your plan offers many distribution options, allowing you to tailor your benefits to meet your individual needs. Depending on plan provisions, your withdrawal options 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
- Choosing one of the many annuity options available
- Deferring distributions until the later of age 70½ 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 reaching age 59½.

Consult your financial professional for more specific information.

### Account statement

AIG Retirement Services sends all active participants a comprehensive account statement every calendar quarter. This account statement documents all activity for the preceding period, including total contributions and transfers among investment options.

You can choose to “go paperless” if you wish. Receive secure, paperless, electronic notification when your retirement account statements, transaction confirmations and certain regulatory documents are available online through our secure connection, Personal**Deliver-@**<sup>®</sup>. Managing these items electronically is faster and more secure than paper mail. Simply log in to your account at [aig.com/RetirementServices](http://aig.com/RetirementServices) to sign up for this free service.

### Account access

Once you are enrolled, you can access your account information and perform certain transactions, 24 hours a day, seven days a week from anywhere at any time:

- **Online** — [aig.com/RetirementServices](http://aig.com/RetirementServices)
- **By phone** — 1-800-448-2542

Access account information on your mobile device.

- AIG Retirement Services Mobile for iPad<sup>®</sup>, iPhone<sup>®</sup> or Android<sup>™</sup>-based phones

### Personal service

For assistance, please visit [aig.com/RetirementServices](http://aig.com/RetirementServices), call our Client Care Center at 1-800-448-2542, or contact your financial professional(s):

### Important considerations before deciding to move funds either into or out of an AIG Retirement Services account

There are many things to consider. For starters, you will want to carefully review and compare your existing account and the new account, including: fees and charges; guarantees and benefits; and, any limitations under either of the accounts. Also, you will want to know whether a surrender of your current account could result in charges. Your financial professional can help you review these and other important considerations.

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 [www.aig.com/retirementservices](http://www.aig.com/retirementservices). Enter your Group ID in the Login field and click Continue. You can also request a copy by calling 1-800-428-2542. Read the prospectuses carefully before investing.

**We see the future in you.<sup>SM</sup>**

**CLICK** [aig.com/RetirementServices](http://aig.com/RetirementServices) **CALL** 1-888-569-7055 **VISIT** your financial professional

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