



# Carle Health Retirement Program Transition Guide



CARLE HEALTH RETIREMENT PROGRAM



Important notice concerning your rights under the Carle Foundation Hospital and Affiliates Matching TSA Plan and the Carle Profit Sharing Plan: This notice is to inform you that the Plans will enter a quiet period during the transition from EPIC Retirement to Fidelity.

# Welcome to Fidelity!



**Carle Health is committed to offering you resources to help you map out your retirement goals—and along with Fidelity, we're here to help you at every step in your journey.**

The Carle Foundation Hospital and Affiliates Matching TSA Plan and the Carle Profit Sharing Plan (the "Plans") are moving from EPIC Retirement to Fidelity Investments® effective Jan. 2, 2025.

## What Do I Need to Do?

### BE AWARE OF KEY DATES



There will be a quiet period—a period of time when you will be unable to access your account. To help you plan ahead, see the Key Dates section starting on page 4.

### REVIEW HOW YOUR MONEY WILL TRANSFER



The majority of funds will be moving in-kind to the Plans at Fidelity. For more details, see the *How Will My Money Transfer?* section starting on page 7.

### OUTSTANDING LOANS



**Loans through the Plans will no longer be repaid through payroll deduction.** Any outstanding loan balances in the Plans will transfer to Fidelity and will be repaid with a monthly deduction from your bank account.

### LEARN MORE



Visit the Plans' transition website at [www.myfidelitysite.com/CarleHealth](http://www.myfidelitysite.com/CarleHealth).

### ***A special note for former team members, alternate payees and plan beneficiaries:***

If you are a former team member, alternate payee or beneficiary with an account balance in the Plan, some of the information in this guide may not apply to you. However, you will be affected by the upcoming transition, so please read this material carefully.

# Have Questions About the Transition to Fidelity?

Fidelity will be on-site hosting Ask Fidelity sessions and virtual presentations in December. Register for a virtual presentation or stop by an Ask Fidelity on-site support session to learn more and get answers.

## Register for a virtual presentation

Fidelity workplace financial consultants will deliver the *Get Ready for the Move to Fidelity* presentation.

To view the schedule and register for a virtual presentation, please visit [www.myfidelitysite.com/CarleHealth](http://www.myfidelitysite.com/CarleHealth).

## Ask Fidelity on-site support sessions

If you just have a few questions or want a high-level overview of the transition, please stop by the on-site support session. To view the dates and locations of the sessions, please visit [www.myfidelitysite.com/CarleHealth](http://www.myfidelitysite.com/CarleHealth).

If you are unable to attend a virtual presentation, an on-demand presentation will be available online at [www.myfidelitysite.com/CarleHealth](http://www.myfidelitysite.com/CarleHealth) beginning the week of Dec. 16, 2024.

Once the transition to Fidelity is complete, you will have the opportunity to schedule a free consultation with a Fidelity Retirement Planner. Fidelity Retirement Planners are skilled at helping every individual through a consultative, needs-based approach.

You will continue to have access to Busey Wealth Management and the availability of one-on-one appointments. To schedule an appointment, you may email Busey at [RetirementPlans@busey.com](mailto:RetirementPlans@busey.com), or call (217) 365-4874.



# Key Dates\*



A move like this takes time. We'll do the heavy lifting for you—transferring your account balance(s), your contribution rate and investment elections, and any loans you may have. However, there will be a short quiet period when you will not be able to make changes to your account(s) while it's being transferred to Fidelity. To ensure that all information is transferred accurately from your current Plan account(s) at EPIC Retirement to your new Plan account(s) at Fidelity, there will be a period of time when you will be unable to direct or diversify investments in your individual accounts or obtain a loan or distribution from the Plans.

**This time, during which you will be unable to exercise your rights otherwise available under the Plans, is called a “quiet period.” The quiet period will begin at noon CT on Dec. 24, 2024, and is expected to end during the week of Jan. 26, 2025. During this time, you can determine whether the quiet period has started or ended by contacting Fidelity Retirement Service Center at (800) 343-0860.**

Because you will be unable to direct or diversify your Plans' balances during the quiet period, it is very important that you review and consider the appropriateness of your current investments. For your long-term retirement security, you should give careful consideration to the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income and investments.

You should be aware that there is a risk to holding substantial portions of your account in the securities of any one company, as individual securities tend to have wider price swings, up and down, in short periods of time, than investments in diversified funds. Stocks that have wide price swings might have a large loss during the quiet period, and you would not be able to direct the sale of such stocks from your account during the quiet period.

Whether or not you are planning retirement in the near future, we encourage you to carefully consider how this quiet period may affect your retirement planning and your overall financial plan.

If you have any questions concerning this notice, you should contact the Fidelity Retirement Service Center at P.O. Box 770002, Cincinnati, OH 45277, or by calling (800) 343-0860.



# Key Dates\* (continued)



QUIET PERIOD BEGINS	<p><b>Monday, Dec. 16, 2024, by 3 p.m. CT</b></p> <ul style="list-style-type: none"> <li>▶ This is the last day to return all necessary paperwork to Carle Health Human Resources to process a loan or distribution.</li> <li>▶ Please allow enough time to request, receive, complete, and return the paperwork to Carle Health Human Resources before this deadline.</li> <li>▶ This is the last day to make contribution or deferral rate changes, which would be reflected on the Dec. 20, 2024, paycheck.</li> </ul>
	<p><b>Tuesday, Dec. 24, 2024, by noon CT</b></p> <p>This is the last day to:</p> <ul style="list-style-type: none"> <li>▶ Change your contribution rate or enroll in the Plans.</li> <li>▶ Change how your future contributions will be invested.</li> <li>▶ Check your account balance.</li> <li>▶ Request an exchange (transfer) between investment options.</li> <li>▶ Request a loan or distribution that does not require paperwork.</li> <li>▶ Contact EPIC Retirement to make any changes to your account(s) before the quiet period begins.</li> </ul> <ul style="list-style-type: none"> <li>• <a href="http://www.go-retire.com/carle">www.go-retire.com/carle</a></li> <li>• (800) 716-3742</li> </ul>
ASSET TRANSFER	<p><b>Tuesday, Dec. 31, 2024, at 3 p.m. CT</b></p> <ul style="list-style-type: none"> <li>▶ Your account balance is valued.</li> </ul>
	<p><b>Friday, Jan. 3, 2025</b></p> <ul style="list-style-type: none"> <li>▶ Your account balance is scheduled to transfer to Fidelity. See the <i>How Will My Money Transfer?</i> section on page 7.</li> </ul>
QUIET PERIOD ENDS	<p><b>During the week of Jan. 26, 2025</b></p> <ul style="list-style-type: none"> <li>▶ You will be notified and will have full access to your account at Fidelity.</li> <li>▶ You may manage your account online through Fidelity NetBenefits® at <a href="http://www.netbenefits.com/atwork">www.netbenefits.com/atwork</a> or by calling Fidelity at (800) 343-0860.</li> </ul>

\*The timing of the plan changes and transition period, including any asset reallocations, described within this brochure depends on a variety of factors, which may include: the timing and accuracy of the transfer of data, receipt of instructions, and receipt of assets. Changes in any of these factors may result in changes to the timing of the delivery of services, the transition period, and/or the dates on which, and thus the prices at which, assets in your account are sold and/or reinvested.



# Transition Details



Carle Health believes in offering a strong benefits program. Together with Fidelity, we'll provide a new level of service and commitment to help you prepare for retirement.

## What's new:

<b>NETBENEFITS® WEBSITE</b> <a href="http://www.netbenefits.com/atwork">www.netbenefits.com/atwork</a>	Access to Fidelity's comprehensive website dedicated to retirement planning. Manage your account, make investment choices, and find interactive tools to help you better prepare to meet your retirement savings goals.
<b>THE NETBENEFITS® MOBILE APP</b>	Get instant access to balances, investments, educational resources and more.
<b>FIDELITY BROKERAGELINK®</b>	Gives you access to additional investment choices for your retirement savings beyond those investment options available in the standard Plan lineup.
<b>REBALANCE NOTIFICATION</b>	Get notified via email any time your account's investment mix strays from your original strategy.
<b>ACCOUNT STATEMENTS</b>	Your final account statement from EPIC Retirement will be sent in late January 2025. Your first quarterly statement from Fidelity will be available online in February 2025. Compare Fidelity's statement with your final account statement from EPIC Retirement and contact Fidelity with any questions.

## Action will be required.

<b>LOANS</b>	<p><b>Loans through the Plan will no longer be repaid through payroll deduction.</b> Any outstanding loan balances in the Plan will transfer to Fidelity and will be repaid with a monthly deduction from your bank account via the automated clearing house (ACH). Carle Health payroll deduction of loan payments will end Dec. 20, 2024.</p> <p>Fidelity will recalculate your loan to absorb any payments that were skipped due to the transition. It is important to note that this may cause your monthly payment to increase.</p> <p>Once the transition is complete, you will receive a notice with directions to arrange for your monthly recurring payments to be deducted from your bank account. The transition will not affect the terms or length of your loan(s).</p>
<b>BENEFICIARY DESIGNATIONS</b>	<p><b>Beneficiary information currently on file with EPIC Retirement will not transfer to Fidelity.</b> Once the transition is complete, please log on to NetBenefits at <a href="http://www.netbenefits.com/atwork">www.netbenefits.com/atwork</a> or call Fidelity at <b>(800) 343-0860</b> to designate your beneficiary.</p>

## What will continue:

During the transition, some account activities will continue, including:

<b>PAYROLL CONTRIBUTIONS</b>	Your pretax and/or Roth contributions deducted from your pay in effect before Dec. 24, 2024, will continue and transfer to Fidelity. <b>It is important to note that deferral changes made after the transition is complete will take 1 to 2 payrolls to take effect.</b>
<b>MATCHING CONTRIBUTIONS</b>	Carle Health will continue to match 100% up to 3% of deferrals you contribute to the Plan and also may make a discretionary annual contribution of 5% to your Plan account.
<b>VESTING</b>	You are always 100% vested in your own contributions and any employer contributions to your Plan account(s), as well as any earnings on them.
<b>INSTALLMENT AND REQUIRED MINIMUM DISTRIBUTION (RMD) PAYMENTS</b>	If you are currently receiving installment payments or required minimum distributions (RMDs) from your Plan at EPIC Retirement, these payments will transfer to Fidelity. <b>If your installment payment or RMD is scheduled to be paid to you during the quiet period, it will be processed at EPIC Retirement in advance of the quiet period.</b>

# How Will My Money Transfer?



**Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.**

The Plan gives you a choice of investment options that allow you the flexibility to build your own strategy to meet your financial needs.

Depending on which funds you currently invest in, some of your investments may change. Some investments will be liquidated and reinvested in new investment options. Others will transfer to the same investment option (called a re-registration, or in-kind transfer). Different investment options may have different transfer methods, and some options may be out of the market for a day or more, while others will remain fully invested during the transition. Changes could occur during the transition period that could result in changes to the asset transfer strategy described here.

It is important that you become familiar with the various investment options that will be available in the Plans. Information regarding each investment option's risk, as well as its strategy and objective can be obtained on the transition website at [www.myfidelitysite.com/CarleHealth](http://www.myfidelitysite.com/CarleHealth). Please consider all investment information before choosing your investments.

For an explanation of your rights to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with your Plan account(s), refer to the *Participant Disclosure Notice*.

The Plans are intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plans are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

## How investment options will transfer\*

When the market closes on Dec. 31, 2024, at noon CT, two investment options offered through the Plans will no longer be available. As a result, current account balances and future contributions will transfer to the new investment options on Jan. 2, 2025. Once the quiet period has ended during the week of Jan. 26, 2025, all services will be available, including the ability to make investment changes within your account(s).

EXISTING INVESTMENT OPTION WITH EPIC RETIREMENT AS OF DEC. 31, 2024, AT 3 P.M. CT	TICKER		NEW INVESTMENT OPTION WITH FIDELITY, EFFECTIVE JAN. 2, 2025	TICKER
Invesco Developing Markets Fund Class R6	ODVIX	▶	American Funds New World Fund® Class R-6	RNWGX
Schwab Retirement Government Money <sup>^</sup>	SNRXX	▶	Vanguard Federal Money Market Fund Investor Shares <sup>^</sup>	VMFXX

<sup>^</sup>You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not a bank account and is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor is not required to reimburse the fund for losses, and you should not expect that the sponsor will provide financial support to the fund at any time, including during periods of market stress.

## Investment allocation models at EPIC Retirement

If you are currently invested in one of the allocation models at EPIC Retirement, your existing balances at EPIC Retirement will transfer to Fidelity and be invested according to how the underlying investment options will transfer (as noted above). Your future contributions will be directed to an age-based target date fund (please refer to the enclosed *Notice of Qualified Default Investment Alternative*). Your account will no longer be in an allocation model and will not be rebalanced automatically. If you are interested in rebalancing your portfolio, you will be able to re-enroll in Fidelity's rebalance notification service.

# How Will My Money Transfer? (continued)



## Investment options that are not changing

The current investment options listed below will remain in the Plans. Any balances you have invested in these investment options as of Dec. 31, 2024, will transfer to the same funds (referred to as an “in-kind” transfer). Future contributions will continue to be invested in these funds.

INVESTMENT OPTION	TICKER
American Century Small Cap Value Fund R6 Class	ASVDX
American Funds EuroPacific Growth Fund® Class R-6	RERGX
Carillon Eagle Mid Cap Growth Fund Class R6	HRAUX
Fidelity® 500 Index Fund	FXAIX
Fidelity® Extended Market Index Fund	FSMAX
Fidelity® Total International Index Fund	FTIHX
Fidelity® U.S. Bond Index Fund	FXNAX
JPMorgan Core Bond Fund Class R6	JCBUX
Loomis Sayles Small Cap Growth Fund Class N	LSSNX
MFS Growth Fund Class R6	MFEKX
PIMCO Real Return Fund Institutional Class	PRRIX
Vanguard Balanced Index Fund Institutional Shares	VBAIX

INVESTMENT OPTION	TICKER
Vanguard Target Retirement 2020 Fund	VTWNX
Vanguard Target Retirement 2025 Fund	VTTVX
Vanguard Target Retirement 2030 Fund	VTHRX
Vanguard Target Retirement 2035 Fund	VTTHX
Vanguard Target Retirement 2040 Fund	VFORX
Vanguard Target Retirement 2045 Fund	VTIVX
Vanguard Target Retirement 2050 Fund	VFIFX
Vanguard Target Retirement 2055 Fund	VFFVX
Vanguard Target Retirement 2060 Fund	VTTSX
Vanguard Target Retirement 2065 Fund	VLXVX
Vanguard Target Retirement Income Fund	VTINX
Vanguard Windsor™ II Fund Admiral™ Shares	VWNAX
Victory Sycamore Established Value Fund Class R6	VEVRX

## Another Plan investment option

The following investment option will also be available in the Plans, but no money will transfer directly into this option. Once the quiet period has ended during the week of Jan. 26, 2025, all services will be available, including the ability to make investment changes within your account(s).

INVESTMENT OPTION	TICKER
Vanguard Target Retirement 2070 Fund	VSVNX

## Fidelity BrokerageLink®

The Plans will also offer Fidelity BrokerageLink®, which provides you with an opportunity to invest in a broad range of investment options beyond those offered directly through the Plans.

BrokerageLink includes investments beyond those in your Plans' lineup. You should compare investments and share classes that are available in your Plans' lineup with those available through BrokerageLink, and determine the available investment and share class that is appropriate for your situation. The Plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance.

## Self-directed brokerage transferring to Fidelity BrokerageLink®

When the market closes at noon CT on Dec. 24, 2024, EPIC Retirement will no longer be available. As a result, current account balances and future contributions held in self-directed brokerage will transfer to Fidelity BrokerageLink® on or about Jan. 2, 2025. **You will receive a separate communication with the details on your brokerage account transfer.**



# Key Dates and Action Steps



## Before the quiet period begins on Tuesday, Dec. 24, 2024, at noon CT:

- ▶ Make any changes to your EPIC Retirement account. Call **(800) 716-3742** or go online **[www.go-retire.com/carle](http://www.go-retire.com/carle)**.

## After the quiet period, scheduled to end during the week of Jan. 26, 2025:

- ▶ Visit NetBenefits at **[www.NetBenefits.com/atwork](http://www.NetBenefits.com/atwork)** to:
  - Set up your username and password to access your account. If you have an existing Fidelity account, you can use that same login information to access your Carle Health Retirement Plan account(s).
  - Add your preferred email address and elect eDelivery.
  - Enroll in the Plan, adjust your contribution amount, and/or change your investment elections.
    - **It is important to note that deferral changes will take 1 to 2 payrolls to take effect.**
  - Enter your beneficiary information.
  - Research investment options.



Investing involves risk, including risk of loss.

This document provides only a summary of the main features of the Carle Foundation Hospital and Affiliates Matching TSA Plan and the Carle Profit Sharing Plan, and the Plan document will govern in the event of any discrepancies.

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