US Acute Care Solutions

Saving for Retirement

With Your US Acute Care Solutions Profit Sharing/401(k) Plan and Trust

A good thing is getting better!

At US Acute Care Solutions, we're committed to protecting and improving the quality of patient care. So it's only natural for us to focus that same commitment on your retirement savings.

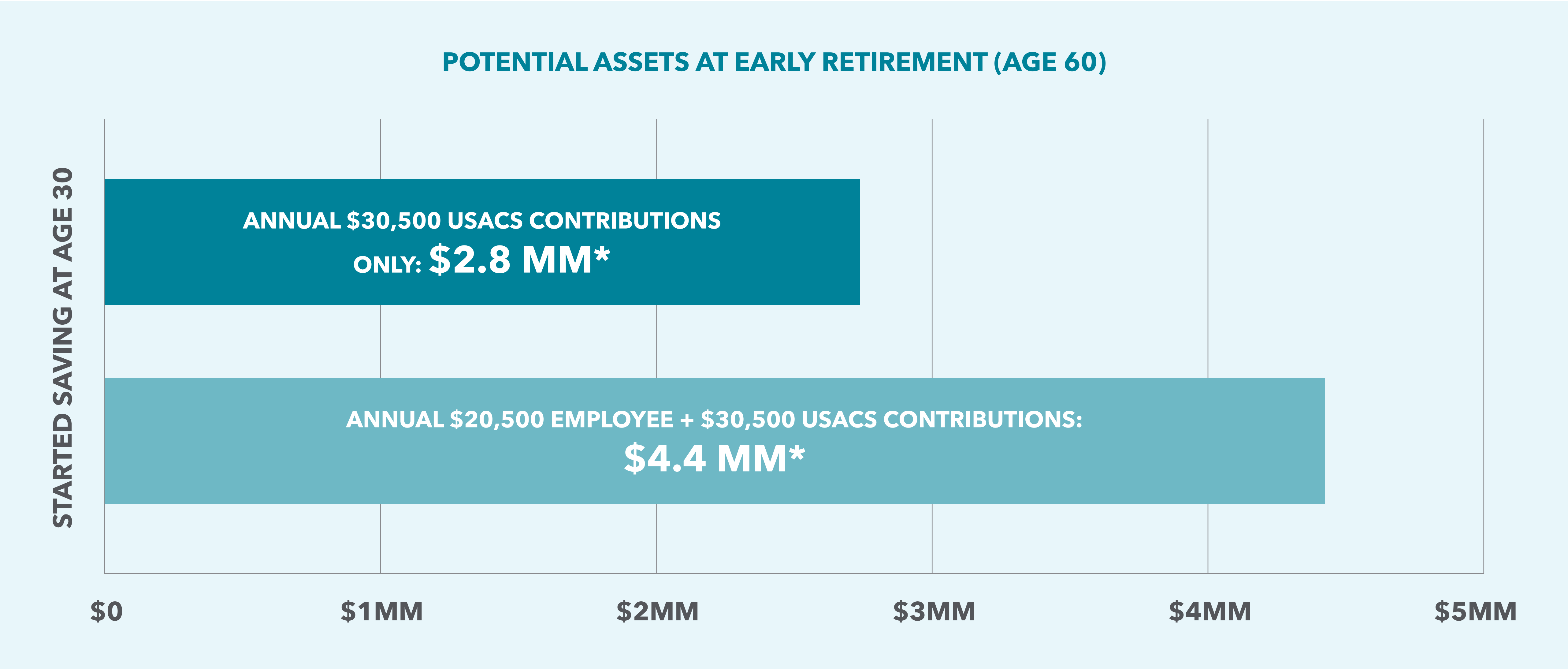
That's why we're proud to offer the US Acute Care Solutions Profit Sharing/401(k) Plan and Trust (the "Plan"), a generous, world-class retirement savings plan with industry-leading features designed to help you build your ideal retirement nest egg.

LEARN MORE

US Acute Care Solutions

Supporting your future dreams

Don't just take our word for it: the numbers speak for themselves. Take a look at what you might save in the Plan from age 30 to 60 by maximizing your contributions, or even if you don't make any of your own contributions:



*This hypothetical example assumes the following: (1) annual minimum gross salary of $305,000 throughout the period; (2) fixed annual employer contributions of $30,500 throughout the period; (3) fixed annual employee contributions of $20,500 throughout the period for the second scenario; (4) An average annual rate of return of 6.5%. (5) The ending values do not reflect taxes, fees or inflation. If they did, amounts would be lower. Earnings and pre-tax contributions are subject to taxes when withdrawn. Distributions before age 59 1/2 may also be subject to a 10% penalty. Contribution amounts are subject to IRS and Plan limits. Systematic investing does not ensure a profit or guarantee against a loss in a declining market. This example is for illustrative purposes only and does not represent the performance of any security. Consider your current and anticipated investment horizon when making an investment decision, as the illustration may not reflect this. The assumed rate of return used in this example is not guaranteed. Investments that have potential for a 6.5% annual rate of return also come with risk of loss.

Plan overview

Let's take a closer look at how all the Plan features come together to help you build wealth.

ELIGIBILITY

At USACS, you're eligible to participate in the Plan right away, with no waiting period to sit through before you start saving. If you don't actively enroll within the first 35 days of your date of hire, we'll automatically enroll you at a contribution rate of 1% of your eligible pay.

YOUR CONTRIBUTIONS

You can contribute between 1% and 75% of your eligible pay—up to IRS limits—on a pretax, Roth or after-tax basis. You can also convert your after-tax contributions to Roth contributions within the Plan, automatically! Roth contributions come with additional tax advantages, potentially allowing you to save more *and* keep more of that money for yourself.

See **page 7** for more information on how the different contribution types help you save in the Plan.

USACS CONTRIBUTIONS

Now here comes the good part. You get generous contributions from USACS up to 10% (!!!) of your eligible pay in your Plan account, regardless of whether you make your own contributions. In other words, add 10% to your pay. That's what USACS will contribute to your retirement on your behalf.

There are two types of USACS contributions* adding up to that 10%:

- **Employer Contribution:** USACS *will* contribute 3% of your eligible pay as long as you've worked at least 500 hours in a calendar year.
- **Discretionary Employer contribution:** USACS *may* contribute 7% of your eligible pay as long as you've worked at least 1,000 hours in a calendar year.

That's a potential of up to 10% of your eligible pay, and you don't need to contribute a single dime!

RX FOR WEALTH

Check out our **wealth management video series** for information, tips and suggestions to help you build wealth and then protect it over the long term.

This series of short videos is designed to help you tackle the challenges most physicians face, such as navigating daunting student loan debt, to embark on the road to financial success.

*You're not eligible for USACS contributions if you're covered under a collective bargaining agreement or are a resident of Puerto Rico.

How it all comes together (continued)

VESTING

Vesting refers to what you are legally entitled to within your account. You are considered fully vested when you are entitled to 100% of your account.

You're always 100% vested in your own contributions *and* USACS contributions to your plan, as well as any investment earnings.

INVESTMENT OPTIONS

The Plan offers a mix of investment options for all types of investors, goals, time horizons and risk tolerance, including funds with lower management fees. A complete description of the options is available online at Fidelity NetBenefits.

- **Core investment options:** Choose from among a diverse set of investment options, from conservative to aggressive and everywhere in-between. USACS regularly reviews the investment lineup to make sure you have the best options available to help you meet your retirement and financial goals.
- **Fidelity BrokerageLink®:** Fidelity BrokerageLink gives you the additional flexibility of a self-directed brokerage account through expanded investment choices beyond the Plan's core investment options. Just keep in mind that if you're not comfortable actively managing your portfolio, then BrokerageLink may not be right for you.
- **Target date funds:** The Plan also offers target date funds for those who would rather leave investment decisions to the professionals. You choose one fund closest to your expected retirement date, and the fund does the rest. Target date funds are a diversified asset mix of stocks, bonds, and other investments. The fund automatically becomes more conservative as it approaches its target retirement date and beyond. Just keep in mind that principal invested is not guaranteed.

NEED HELP?

For additional details on how the Plan works, please see the summary plan description (SPD), which you can find at **NetBenefits.com**. From the home page just click on your Plan, then on Plan Information & Documents, to access the SPD.

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New features

In addition to the valuable features above, we are happy to announce that we're updating the Plan with a few changes that can help you save more for retirement—and keep more of your savings for yourself. The information in this brochure can help you make the most of these new opportunities.

Pretax contributions have always been available in the Plan. Beginning fall 2022, you are able to save beyond the basic IRS limit in the Plan, and have a chance to potentially build tax-free retirement income.

YOU NOW HAVE NEW WAYS TO SAVE FOR RETIREMENT.

CURRENT

PRETAX CONTRIBUTIONS

Contribute pretax dollars now; pay taxes when you withdraw your money in retirement.

CURRENT

ROTH CONTRIBUTIONS

Contribute after-tax Roth dollars now; potential for tax-free withdrawals in retirement.[2]

NEW!

AFTER-TAX CONTRIBUTIONS

Save more than the IRS limit by contributing additional after-tax dollars.[1]

NEW!

ROTH IN-PLAN CONVERSIONS OF AFTER-TAX CONTRIBUTIONS

Opportunity to build potentially more tax-free retirement income[2] by converting after-tax contributions to Roth.

[1] Pretax and Roth contributions are limited to $20,500 in 2022 (or $27,000 if age 50 or older).

[2] Roth distributions are federally tax-free when withdrawn after the aging requirement has been satisfied and one of the following conditions is met: age 59½; disability; or death.

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How much can you save?

One of the most important things to understand about the Plan is how much the IRS will let you contribute.

HERE IS WHAT YOU NEED TO KNOW ABOUT THE TWO KEY LIMITS:

1. **Pretax/Roth limit.** You may already know that you can contribute up to the $20,500 annual IRS limit in 2022 ($27,000 if you are age 50 or older) in any combination of pretax and Roth contributions.
2. **Annual additions limit.** The IRS "annual additions limit" lets you and US Acute Care Solutions together contribute up to $61,000 in 2022 ($67,500 if you are age 50 or older). This includes all your pretax and Roth contributions, the new after-tax contributions, and your employer contributions.

EXAMPLE

Here's an example of how this works, assuming annual pay of $100,000 and earning the full employer contributions.

$20,500 ($27,000 if 50+)	+	**$10,000**	+	**$30,500**	=	**$61,000** **($67,500 if 50+)**
Total 2022 limit for your pretax and Roth contributions		Total 3% employer contribution and 7% discretionary employer contribution*		After-tax contributions that can be converted to Roth		**Total 2022 limit for contributions from you and your employer**

The bottom line: Make sure you are maximizing the benefits of the Plan. With the new features, you can build potentially tax-free income for retirement.

*You are eligible to receive the 3% Employer Contribution if you have completed an initial 500 hours of service in a calendar year. You are eligible to receive the 7% Discretionary Employer Contribution if you complete 1,000 hours of service each calendar year. To receive either employer contribution, you may not be covered by a collective bargaining agreement, or be a Resident of Puerto Rico.

Comparing contribution types

You can now contribute to the Plan in any combination of pretax, Roth, and after-tax contributions. The amount you can contribute is limited by the Plan and the IRS. If you are over age 50, the IRS lets you contribute more in either pretax or Roth "catch-up" contributions.

HERE IS HOW YOUR CONTRIBUTION TYPES COMPARE.

	PRETAX CONTRIBUTIONS	ROTH CONTRIBUTIONS	AFTER-TAX CONTRIBUTIONS
Do I pay taxes when I contribute?	No, so it costs you less to save	Yes, so your take-home pay will be lower than if you made an equivalent pretax contribution	Yes, so your take-home pay will be lower than if you made an equivalent pretax contribution
Do I pay taxes on contributions when I withdraw them?	Yes, you will pay taxes on both contributions and any related earnings at withdrawal (employer contributions are always taxable at withdrawal)	No, you can withdraw both contributions and any related earnings tax-free in retirement* (employer contributions are always taxable at withdrawal)	No, you can withdraw after-tax contributions tax-free in retirement, but you will pay taxes on any earnings (employer contributions are always taxable at withdrawal)
Do I pay taxes on earnings when I withdraw them?	Yes	No, as long as it is a qualified withdrawal*	Yes
How much can I contribute?	1% to 75% of your eligible pay, up to $20,500 in 2022 ($26,500 if age 50+), in any combination of pretax and Roth	1% to 75% of your eligible pay, up to $20,500 in 2022 ($26,500 if age 50+), in any combination of pretax and Roth	1% to 75% of your eligible pay, up to a total of $61,000 in 2022 ($67,500 if age 50+), between employer contributions and your own contributions combined

Note: Your total deferral percentage cannot exceed 75% of your eligible base pay and bonus combined.

*A distribution from a Roth 401(k) is federally tax-free and penalty-free, provided the five-year holding period has been satisfied and one of the following conditions is met: age 59½, disability or death.

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How after-tax contributions work

As their name suggests, after-tax contributions come out of your pay after income taxes are calculated. Since you have already paid taxes on these contributions, you won't pay taxes when you withdraw them from the Plan. You will, however, owe taxes on any earnings unless you elect to convert your after-tax contributions to Roth.

WHO MIGHT CONSIDER AFTER-TAX CONTRIBUTIONS?

Consider after-tax contributions if you plan to save to the IRS limit using pretax and/or Roth contributions—and want to save beyond that basic annual limit.

EXAMPLE

Imagine that Aiden, age 45, contributes up to the IRS pretax/Roth contribution limit of $20,500 for 2022, and receives 10% of pay in company contributions. Assuming five different rates of pay, here's what Aiden could contribute in after-tax to maximize the IRS annual additions limit ($61,000 in 2022). Note that company contributions are calculated—and limited—based on the annual IRS compensation limit in effect, which in 2022 is $305,000. That means that company contributions cannot exceed $30,500 in 2022.

Aiden's annual pay	Aiden's pretax/Roth contributions	+	Aiden's 10% company contributions	+	Aiden's after-tax contributions	=	2022 IRS annual additions limit
$305,000	$20,500	+	$30,500	+	$10,000	=	$61,000
$250,000	$20,500	+	$25,000	+	$15,500	=	$61,000
$200,000	$20,500	+	$20,000	+	$20,500	=	$61,000
$150,000	$20,500	+	$15,000	+	$25,500	=	$61,000
$100,000	$20,500	+	$10,000	+	$30,500	=	$61,000

Example is a fictional employee for illustrative purposes only.

How Roth works

Roth 401(k) dollars give you an opportunity for potentially tax-free income in retirement. Your Roth 401(k) dollars (including any related earnings) are federally tax-free for a qualified withdrawal.

WHEN CAN I WITHDRAW MY ROTH DOLLARS TAX-FREE?

In exchange for tax benefits, the IRS limits when you can withdraw Roth money federally tax-free by requiring a five-year holding period and other conditions.

1

In general, Roth withdrawals are federally tax free if taken after age 59½, or due to disability or death, and after the five-year holding period is met.

2

The five-year "clock" generally starts from the first day of the calendar year in which you make your first Roth contribution, or from the first Roth in-plan conversion.

3

The sooner you make your first Roth contribution or Roth in-plan conversion, the sooner your Roth five-year clock can start.

I HAVE AN IRA. DOES THAT AFFECT MY CONTRIBUTIONS TO THE PLAN?

No. Your IRA accounts do not affect the amount you can contribute to your Plan account.

How Roth works (continued)

WHAT IS THE DIFFERENCE BETWEEN ROTH IN THE PLAN AND A ROTH IRA?

A Roth 401(k) is similar to a Roth IRA, but there are three key differences:

A ROTH 401(k) HAS NO INCOME LIMIT.

The amount you can contribute to a Roth IRA starts to phase out once your income reaches $129,000 for single filers in 2022 ($204,000 for married couples filing jointly). You are not eligible to contribute to a Roth IRA after your annual income reaches $144,000 for single filers in 2022 ($214,000 for married couples filing jointly).

A Roth 401(k) does not have an income limit. Even if you earn too much to contribute to a Roth IRA, you can still make Roth contributions and make Roth in-plan conversions.

YOU CAN CONTRIBUTE MORE TO A ROTH 401(k).

Contributions to a Roth IRA are limited to $6,000 in 2022 ($7,000 if you are age 50 or older), depending on your income.

You can contribute much more to a Roth 401(k). In 2022, you can contribute up to $20,500 in pretax and Roth contributions combined ($27,000 if you are age 50 or older).

A ROTH 401(k) REQUIRES MINIMUM DISTRIBUTIONS AT 72.

A Roth IRA does not require you to take any distributions from your account.

When you participate in the Plan, you must take required minimum distributions each year once you reach age 72,* if you are not actively employed. If you wish, you can keep your money working by rolling over to a Roth IRA at that time.

Roth in-plan conversions

A Roth in-plan conversion allows you to convert pretax or after-tax contributions that are already in the Plan to Roth, within the Plan. This gives you the chance to build tax-free retirement income, and it can help you to manage your taxes both now and in the future.

Once contributions are converted, you generally can withdraw those converted dollars—including any related earnings—federally tax-free in retirement under the terms of the Plan. In general, that will be at least five tax years from your first Roth contribution or Roth in-plan conversion, and once you reach age 59½ or die or become disabled.

HOW ARE TAXES HANDLED FOR A ROTH IN-PLAN CONVERSION?

You will owe taxes on any money that has not been taxed before. Income taxes are not withheld at the time of conversion, so you will be responsible for these taxes when you file your tax return.

- **When you convert after-tax contributions**, you will owe taxes on any investment earnings that have accrued before your conversion date.
- **When you convert pretax contributions**, you will owe taxes on your contributions as well as any investment earnings that have accrued before your conversion date.

HOW DO I CONVERT MY PLAN MONEY TO ROTH?

Call Fidelity at **1-800-835-5095** to request a one-time Roth in-plan conversion or to sign up for automated daily conversions. Automated daily conversions will convert any new after-tax contributions to Roth at the end of each day. This helps limit your tax exposure because your after-tax contributions will have less time to gain earnings.

NEED HELP?

For more information about the tax implications of converting your after-tax contributions to Roth, call Fidelity at **1-800-835-5095**.

Roth in-plan conversions (continued)

I ALREADY HAVE AFTER-TAX CONTRIBUTIONS IN MY PLAN ACCOUNT. CAN I CONVERT THEM TO ROTH?

Yes. In fact, you might consider converting your existing after-tax money before you make any new after-tax contributions. That's because each time you make a conversion, you pay taxes based on all the after-tax earnings in your account. In other words, if you have an existing after-tax balance, and then decide to convert new after-tax contributions, you may owe taxes on a proportional amount of your account balance that includes earnings. The taxable portion of your conversion will be reported as taxable income.

YOU MAY CONSIDER TWO OPTIONS, IF YOU ARE ELIGIBLE:

1

USE A ROTH IN-PLAN CONVERSION TO CONVERT SOME OR ALL OF YOUR EXISTING AFTER-TAX BALANCE.

Convert some or all of your existing after-tax account balance—contributions and investment earnings—to Roth within the Plan. You will owe taxes on any investment earnings in the year you convert. Income taxes are not withheld at the time of conversion, so you will need to pay the taxes from money you hold outside of your Plan.

Consider this option if you want to keep your money in the Plan.

OR

2

USE A WITHDRAWAL TO SPLIT YOUR EXISTING AFTER-TAX BALANCE BETWEEN TWO IRAS.

Direct the portion of your 401(k) account that came from your after-tax contributions to a Roth IRA. At the same time, direct any investment earnings on those after-tax contributions to a traditional IRA. You will not owe taxes when you make your rollover, but an IRA may include account fees.

Consider this option if you have significant earnings that would be taxable.

Roth in-plan conversions (continued)

WHO MIGHT BENEFIT FROM ROTH CONTRIBUTIONS OR ROTH IN-PLAN CONVERSIONS?

Roth dollars are designed for anyone who likes the idea of potentially tax-free retirement income. The five scenarios below detail when Roth 401(k) dollars might be beneficial for you. For help evaluating your own situation, call Fidelity at **1-800-835-5095**.

1 YOU ARE YOUNG.

In general, the younger you are when you start making Roth contributions, the more you might benefit. That is because you generally have more time to let your contributions grow.

2 YOU WANT TAX FLEXIBILITY IN RETIREMENT.

Once you retire, your expenses may vary more year-to-year than they do today. Roth dollars can help you cover your expenses without increasing your taxable income for the year.

3 YOUR INCOME TAX RATE WILL BE HIGHER IN THE FUTURE.

If you expect your pay to rise over time, making Roth contributions or Roth in-plan conversions lets you pay taxes upfront, at your current tax rate.

4 YOU ARE NOT ELIGIBLE TO CONTRIBUTE TO A ROTH IRA.

Unlike a Roth IRA, there are no income limits for making Roth contributions to the Plan. So, if you are not eligible to contribute to a Roth IRA, consider Roth contributions in your Plan.

5 YOU WOULD LIKE TO LEAVE TAX-FREE MONEY TO YOUR HEIRS.

If you want to leave your retirement savings to your beneficiaries, Roth dollars are potentially free of federal income taxes. Consult an expert before attempting to use your Plan as part of your estate plan.

Roth in-plan conversions (continued)

CAN A ROTH IN-PLAN CONVERSION REALLY MAKE A DIFFERENCE?

While after-tax contributions come out of your account tax-free, the earnings on those contributions are taxable. Converting after-tax contributions to Roth as soon as possible gives them less time to generate earnings, which helps reduce taxes on the conversion. Without conversions, the potential taxes at withdrawal could be substantial.

EXAMPLE

Joan contributes $10,000 in after-tax contributions every year from age 35 to 65 and earns a hypothetical annual return of 6%.

Joan could save $171,500 in taxes on earnings at retirement by signing up for automated daily Roth conversions.

WITHOUT ROTH IN-PLAN CONVERSIONS

$790,000	–	$171,500	=	$618,500
Account balance, including estimated earnings of $490,000		Estimated taxes at retirement		After-tax account at age 65

WITH ROTH IN-PLAN CONVERSIONS

$790,000	–	$0	=	$790,000
Account balance, including estimated earnings of $490,000		Estimated taxes at retirement*		After-tax account at age 65

A distribution from a Roth 401(k) is federally tax-free and penalty-free, provided the five-year holding period has been satisfied and one of the following conditions is met: age 59½, disability or death.

*Taxes on earnings are due in the year of conversion.

This hypothetical example is calculated assuming a 35% federal income tax bracket and annual contributions of $10,000 made each year until age 65 with tax-deferred compounding at a hypothetical 6% annual rate of return. No loans or withdrawals are taken before age 65. Your own experience may differ. This example is for illustrative purposes only, is not intended to provide tax advice, and does not represent the performance of any security. Consider your anticipated investment horizon when making an investment decision, as the illustration may not reflect this. This example is not guaranteed. Investments that have the potential for a 6% rate of return also come with the risk of loss. **Earnings on after-tax contributions are subject to taxes when withdrawn or converted and may be subject to a 10% penalty if taken before requirements for a qualified withdrawal have been met.**

US Acute Care Solutions

Steps to consider

Here are ways to make the most of your Plan.

1

WANT TO SAVE MORE?

Consider contributing up to $20,500 to the Plan in 2022, in any combination of pretax and Roth contributions.

2

AGE 50 OR OLDER?

If you are age 50 or older, consider making catch-up contributions. In 2022, you can contribute up to $6,500 more in pretax and/or Roth catch-up contributions.

3

WANT TO SAVE EVEN MORE?

Consider making after-tax contributions. You and US Acute Care Solutions together can contribute a total $61,000 in 2022 ($67,500 if you're age 50 or older).

4

WANT MORE TAX ADVANTAGES?

To take advantage of extra tax benefits, consider converting your after-tax contributions to Roth with a Roth in-plan conversion. You can also convert your pretax contributions.

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Examples

Kane

I currently earn $250,000 a year and want to maximize my contributions to the Plan. I contribute up to the annual IRS maximum of $20,500, and get my 10% employer contribution of $25,000. With the new after-tax contribution, I can then add another $15,500 to reach the IRS annual additions limit of $61,000.* If all goes according to plan, I could achieve the type of retirement I've always wanted.

Whitley

I'm so glad to have the chance to convert after-tax contributions to Roth within the Plan. I contribute $10,000 in after-tax contributions every year. I started at age 35 and plan to keep it going until I retire at age 65. I spoke to my financial advisor, who calculated that with an average 6% rate of return, I could save $171,500** in taxes on my investment earnings through automated daily Roth conversions. That will help pay for all the travel I'm planning in retirement.

*In 2022, you can contribute up to $20,500 in any combination of pretax and Roth contributions, or $27,000 if you are age 50 or older. Plus, you can save even more in after-tax contributions, for an annual total of $61,000 (including employee and employer contributions) or a combined total of $67,500 with age 50+ catch-up contributions.

**Assumes annual contributions of $10,000 made each year until age 65, with tax-deferred compounding at a hypothetical 6% annual rate of return. No loans or withdrawals are taken before age 65. Your own experience may differ. Investments that have the potential for a 6% rate of return also come with the risk of loss.

Examples are fictional employees for illustrative purposes only.

Want help?

Take time now to learn more about your options. Here are resources that can help.

GET ONE-ON-ONE HELP TO UNDERSTAND YOUR NEXT STEPS.

For help understanding the new Roth features, call Fidelity at **1-800-835-5095**. We also encourage you to connect with your own financial advisor. US Acute Care Solutions has partnered with SageView Advisory Group to provide one-on-one coaching and fiduciary investment advice to all USACS employees through the Sage411 Help Center. Contact SageView at **www.sage411.com** or call **1-833-SAGE-411** to schedule a one-on-one consultation today.

CHANGE YOUR CONTRIBUTION ELECTIONS.

Update your contribution elections by calling **1-800-835-5095** or by logging in to **NetBenefits.com**. Select *Contribution Amount*, then enter a percentage for your preferred contribution types.

COMPARE ROTH AND PRETAX CONTRIBUTIONS.

Use the **Roth 401(k) Modeler** to compare Roth and pretax contributions. Select *Tools & Calculators* and scroll down to access the modeler.

REQUEST ROTH IN-PLAN CONVERSIONS.

Call Fidelity at **1-800-835-5095** to request a one-time conversion or sign up for automated daily conversions.

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.

Investing involves risk, including risk of loss.

BrokerageLink includes investments beyond those in your plan's lineup. You should compare investments and share classes that are available in your plan's 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.

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