Salem Health Retirement Savings Plans

<table>
<tr>
<td>401(k) Plan</td>
<td>Shared Cost</td>
<td>
<u>EMPLOYEE CONTRIBUTIONS</u>

Eligible upon entry into a benefits-eligible status
Employee may contribute up to 70% of their income to IRS maximums
Employees working more than 8 hours a week (PN status and above) will be auto enrolled at 5%, approx 35 days after DOH.

<u>MATCHING CONTRIBUTIONS</u>

After completing one year of service, and you are deferring at least 1% into your 401(k), you will begin receiving an Employer Match Contribution on the pay period following your anniversary.
Match contributions are 100% vested.

<table>
<tr><th>If you contribute</th><th>Salem Health will contribute</th></tr>
<tr><td>1%</td><td>1%</td></tr>
<tr><td>2%</td><td>2%</td></tr>
<tr><td>3%</td><td>3%</td></tr>
<tr><td>4%</td><td>4%</td></tr>
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Salem Health Retirement Savings Plans

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<td>401(k) Plan</td>
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<u>EXPERIENCE CONTRIBUTIONS</u>

After completing one year of service in a benefits eligible position you become eligible for an experience contribution when you are deferring at least 1% into your 401(k).
Experience Contributions are 20% vested per year for 5 years.

<table>
<tr><th>Years of service</th><th>Salem Health will contribute</th></tr>
<tr><td>1- 4 years</td><td>1.5%</td></tr>
<tr><td>5- 9 years</td><td>2.5%</td></tr>
<tr><td>10- 14 years</td><td>3.5%</td></tr>
<tr><td>15 or more</td><td>4.5%</td></tr>
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<tr>
<td>457(b) Plan</td>
<td>Employee Paid</td>
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The Deferred Compensation Plan is offered to employees in Manager roles and above, providing an additional retirement savings opportunity through pre-tax contributions

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<tr>
<td>457(f) Plan*</td>
<td>Employer Paid</td>
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Deferred Compensation Plan for Physicians funded with 4% of annual salary.
Vesting on a rolling 5-year cliff schedule (each year’s contribution vests separately in December, of the 4th year after contribution).

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*Final 457f eligibility status will be determined during the year-end audit and payment process.