Pursue Your Retirement Peace of Mind

Via Care

The VCCHC Retirement Plans Overview

Prepare for your future

Reaching your retirement goals can take a lot of preparation. The VCCHC Retirement Plans provides a way to start preparing for your retirement. Your plan offers you the tools, education and investment options that will prepare you for your future.

Estimate your need

With the average life expectancy increasing, uncertainty around Social Security, rising healthcare costs and inflation continuing to erode the purchasing power of your money, participating in your retirement plan is more important than ever.

The amount you need in retirement income could play a significant role in reaching your future financial goals. It is important to take the time to look at your specific situation and retirement income needs before determining how much to contribute to your retirement account.

Use resources at ***pages.oneamerica.com/viacarelaretire*** *to determine a suitable amount for your situation.*

It is important that you start preparing to reach your retirement income goals early, because waiting even one year can make a big difference.

David
Age 25

$1,500 **Annual contribution**

Assumptions
- Earns $50,000/year
- Plans to retire at age 65
- Contributions assume a constant rate of return of 6%

Total at age 65 if contributions begin at:		Cost of waiting (one year)
Age 25	$246,072	= $0
Age 26	$230,643	= $15,429

Lisa
Age 40

$3,000 **Annual contribution**

Assumptions
- Earns $60,000/year
- Plans to retire at age 65
- Contributions assume a constant rate of return of 6%

Total at age 65 if contributions begin at:		Cost of waiting (one year)
Age 40	$174,469	= $0
Age 41	$161,594	= $12,875

Note: All individuals are fictitious and all numeric examples are hypothetical. These hypothetical investment returns are for educational purposes only and are not indicative of any particular investment or performance. Hypothetical returns assume reinvestment of earnings. Actual returns or principal value will vary. Balances shown are before reduction for taxes.

Determine your contributions

It is a smart idea to participate in your retirement plan as soon as possible. If you start contributing right away, your account may have more time to grow or weather ups and downs.

Your retirement plan contributions

The money you contribute to your retirement account is automatically deducted from your paycheck — before taxes are taken out. It goes directly into your retirement account, so your paycheck is actually less than it would have been. This means you are paying less in current income taxes for the year. This can help reduce the impact of contributing to your retirement plan on your take-home pay.

Put tax deferral to work for you

Tax deferral simply means the contributions to your retirement plan are not currently taxed. You are putting off paying taxes on that money until you withdraw it from your retirement account. How can putting off paying taxes be a benefit? Not only are your contributions invested, but the deferred taxes allow your money to stay invested.

The benefit of compounding

Compounding occurs when the initial investment generates a gain that is reinvested and experiences an additional earning. When the new balance (the original investment plus the gain) generates further earnings, the initial gain increases the total return of your initial investment. When the following gains are reinvested, future positive earnings are further compounded.

Roth contributions

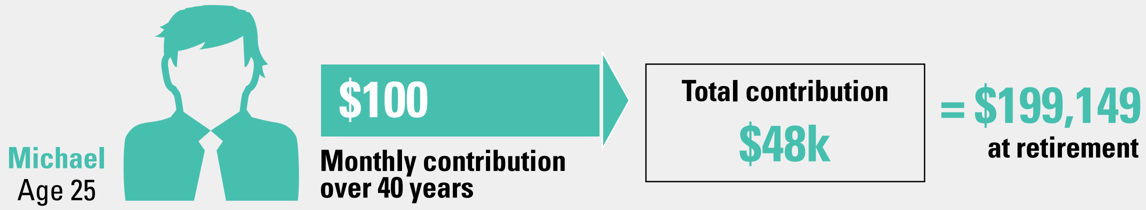
Unlike traditional qualified plan contributions, Roth contributions are made with after-tax dollars, which means that you are taxed on the full amount you earn first, and then your contribution is deducted. Roth contributions and earnings accumulate tax-free. When you reach retirement, your qualified distributions can be withdrawn tax-free.

The Roth option may make more sense for you if:

- You believe you will be in a higher tax bracket when you retire
- You prefer to reduce your future tax liability instead of your current tax liability
- You want tax-free growth

However, Roth is not for everyone. Weigh your options carefully.

Thanks in part to compounding, the difference between the contributions to Michael's account and his actual account balance at retirement is $151,149!



Note: Any individuals used in scenarios are fictitious and all numeric examples are hypothetical and were used for explanatory purposes only. Hypothetical returns assume reinvestment of earnings and a 6% average return on investment. Actual returns or principal value will vary. Balance shown is before reduction of taxes. An investor, should consider his or her current and anticipated investment horizon and income tax bracket when making an investment decision, as the example may not reflect those factors.

Choose your investment

An important and sometimes confusing step in retirement preparation is choosing which options to invest in. Because each investor has different goals and different circumstances, there is no set strategy that works for everyone.

Investment types

There are different types of investments in which you may choose to invest your retirement plan contributions. The three main types are:

- **Stocks:** Have historically had the greatest risk and highest returns among the three major investment types.
- **Bonds:** Are generally less volatile than stocks but offer more modest returns.
- **Cash equivalents:** Such as certificates of deposit, treasury bills and money market funds — are generally the most conservative investments, but offer a lower potential for return than the other major investment types.

Another type of investment, called an Asset Allocation investment, provides investors with a blended portfolio of different types of investments in a single option. These investments are a good option for investors who would prefer to allow professional money managers to make adjustments to their investments as the market fluctuates.

Understanding risk and return

Investment risk is the potential for an investment to lose value. Return is the change in value on an investment. Higher returns are usually associated with greater risks, while investments with lower returns generally have a lower risk level. Understanding the relationship between risk and return is very important as you develop your investment strategy.

*More information on your plan's investment options can be found in your enrollment materials, during online enrollment or by logging in to your secure account at **pages.oneamerica.com/viacarelaretire**.*

The amount of investment risk you are willing to take, also known as your "risk tolerance," is a personal decision, which can be shaped by many factors including the amount of time you have until retirement, also known as your "time horizon."

- **Risk tolerance:** Some people are comfortable taking on the risk of frequent ups and downs of the stock market in return for potentially greater long-term returns. Others prefer the possibility of a slow, steady return with lower risk investments. Understanding your personal attitude toward risk can help you find the right mix of investments for your portfolio.
- **Time horizon:** The longer you have until retirement, the more risk you can potentially afford to take.

Mixing It up with diversification

Because different investment types have varying levels of risk and return, it is important to make sure you have a good mix of investments in your portfolio. This strategy, called diversification, aims to balance risk and reward by allocating assets according to your goals, risk tolerance and investment horizon.

Note: Each group of investments carries its own unique risks. Before investing, please read each fund prospectus for a detailed explanation of the risks, fees, and costs associated with each underlying investment. Although you might reduce volatility and risk with diversification, you can't eliminate investment risk altogether. Diversification and asset allocation do not ensure a profit or guarantee against a loss.

Bond funds have the same interest rate, inflation and credit risks that are associated with the underlying bonds owned by the fund.

Money Market funds are not typically insured or guaranteed by the Federal Deposit Insurance Corporation or any other federal government agency. Although they seek to preserve the value of your investment at $1.00 per share, it's possible to lose money by investing in money market funds.

Investment support

Because choosing investment options can be difficult, the VCCHC Retirement Plans offers you assistance with these important decisions, including tools and resources provided by OneAmerica and others available from independent, third parties.

Target date investment support

Your plan offers target date investments. Target date investments are types of Asset Allocation investments designed for investors who prefer to be less "hands-on" when it comes to their investment management.

With target date investments, which are based on your anticipated date of retirement, investments are progressively rebalanced for you from riskier investments to more conservative investments as you approach retirement.

Note: Target Date Funds are designed for people who plan to retire and begin taking withdrawals during or near a specific year. These funds use a strategy that reallocates equity exposure to a higher percentage of fixed investments; the funds will shift assets from equities to fixed-income investments over time. As a result, the funds become more conservative over time as you approach retirement. It's important to remember that no strategy can assure a profit or prevent a loss in a declining market and the principal value of the Target Date Funds is not guaranteed at any time, including the target date. Target Date Funds are designed to provide diversification and asset allocation across several types of investments and asset classes, primarily by investing in underlying funds. Therefore, in addition to the expenses of the Target Date Funds, an investor is indirectly paying a proportionate share of the applicable fees and expenses of the underlying funds. The principal amounts invested into these funds are not guaranteed at any point and may lose value.

Plan highlights

The following information is a brief summary of your retirement plan's features. While this information outlines many of the provisions of the plan, it does not provide you with every plan detail. Additional plan specific provisions or limitations may apply. Plan documents govern this plan and contain a full set of rules for the plan. If there are discrepancies between this summary and the plan documents, the plan documents will govern. Please refer to your summary plan description (SPD), summary of material modifications (SMM), or contact your plan representative for more information.

Eligibility requirements

You are eligible to participate in the plan if you have completed 1 year of employment.

Plan Year

July 1 to June 30

Enrollment

The first of each month coinciding with or next following completion of the eligibility requirements.

Employee Contributions — Rollover

Rollovers from another qualified plan or IRA may be accepted by the plan. Please see your SPD for additional details.

Employee Contributions — Pre-Tax & Roth

- Once you become eligible to participate in the plan, you will be contributing 3% of your compensation on a pre-tax basis automatically. Your contributions will be deposited into the Plan's qualified default investment alternative that corresponds to your date of birth and targeted retirement year unless you make an election to invest in the other fund options available in the plan. In addition, your contribution rate will automatically increase by 1% increments each year beginning the plan year following enrollment until you are contributing at a rate of 10% to your retirement plan account.
- You may contribute 1% to 100% of your compensation per pay period (in $1 or 1% increments). Contributions may be made on a pre-tax basis, Roth after-tax basis or any combination of both, as long as the combined total does not exceed 100% of your compensation per pay period.
- Contributions must be made through payroll deduction.
- You may change, revoke or suspend contributions in accordance with plan provisions.
- If you will be age 50 or older before the end of the calendar year and you have met the maximum contribution limit allowed, you may elect to make catch-up contributions to the plan. Visit **www.irs.gov** for more information on the IRS limits for the current calendar year.

Note: Before you can make catch-up contributions, you must first reach the elective deferral dollar limit (the Internal Revenue Code (Code) section 402(g) limit), the annual additions limit (the Code section 415 limit), the plan's deferral limit, or the Actual Deferral Percentage (ADP) limit.

Employer Contribution — Matching

- Matching contributions may be made at the discretion of the Company.
- You must make 401(k) contributions to be eligible for the matching contributions.
- Employer matching contributions will be made to your account on a pre-tax basis and will be subject to taxation upon withdrawal.

Employer Contribution — Profit Sharing

- Profit sharing contributions may be made at the discretion of the company.
- The profit sharing contribution is allocated among eligible participants based on their compensation.
- You must also be employed on the last day of the plan year to receive a contribution, with certain exceptions.
- Employer profit sharing contributions will be made to your account on a pre-tax basis and will be subject to taxation upon withdrawal.

Vesting

- Your vested percentage is the portion of your account to which you are currently entitled.
- You are always 100% vested in your 401(k) contributions, rollover contributions, Roth contributions, employer matching contributions and investment earnings from those contributions.
- To earn a year of service for vesting you must work at least 1,000 hours during the plan year. Profit Sharing contributions and earnings on those amounts are subject to this vesting schedule:

Vesting schedule for employer contributions

Years of service	Vesting percentage
Less than 2 years	0%
2 years	25%
3 years	50%
4 years	75%
5 years	100%

Note: Additional plan-specific provisions or limitations may apply. Please refer to your SPD or SMM for more information.

In-Plan Roth Rollovers

- You may convert certain portions of your account balance to an In-Plan Roth Rollover account.
- To determine the amount that is eligible for an in-plan Roth rollover, access your account at **pages.oneamerica.com/viacarelaretire** or contact the Client Engagement Center **800-249-6269**.

Withdrawals/Distributions

- Hardship withdrawals are permitted from employee 401(k) and Roth contributions, and employer profit sharing contributions. The plan follows IRS rules defining a hardship.
- Withdrawals are permitted from fully vested account balances after you attain age 59½.
- Rollover contributions may be withdrawn at any time.
- Please review your Summary Plan Description for details on plan loans. Fees, limits, terms, and requirements for loans vary from plan to plan. Plan participants should carefully consider the risks, tax implications, and retirement investing consequences before taking a loan from a retirement plan. Contact VIA Care Community Health Center with any questions.
- Please contact the Plan Administrator or the Customer Experience Center regarding the availability of contribution sources for distribution before you are fully vested.

Note: Because withdrawals/distributions from your account may be taxable to you, and withdrawals prior to reaching age 59½ may be subject to an additional 10% penalty tax, consider talking with your tax advisor before withdrawing money from your account.

ERISA Section 404(c) statement

The plan is intended to be an ERISA Section 404(c) plan. This means that you "exercise control" over the investments in your plan account.

You will choose which investments to put your money in now and you can choose different investment options as your needs change. This allows you to invest in the way that best meets your personal goals. Your investment elections remain in force until changed. Your employer and the fiduciaries of the plan may be relieved of liability for any losses that your account may experience as a result of investment choices made by you or your beneficiary.

If you do not make any investment option elections, your contributions will be credited to the default investment option identified in the contract. Monies defaulted to the default investment option will remain invested in that option until you transfer such amounts to another investment option. Once you provide investment option elections, new contributions will be allocated according to those elections.

All or a part of your account value may be transferred between the available variable investment options at any time during the Accumulation Period, but no more frequently than once per day. However, the companies of OneAmerica reserve the right to reject any transfer request which it reasonably determines to be made in connection with abusive trading practices, such as market timing or excessive trading by an investor or by accounts of investors under common control.

There is a transfer restriction related to the Stable Value (SVA) investment. You may transfer up to one hundred percent (100%) of the SVA balance at any time; however, that amount may not be transferred to a competing investment. After a transfer from the SVA to a non- competing investment, you must wait 90 days before you may transfer any money to the SVA or a competing investment.

Your plan does not offer a brokerage window, therefore pass-through of voting, tender, and similar rights do not apply.

You may request information such as annual operating expenses of each investment option available under the plan that reduce the rate of return; prospectuses, financial statements, reports, or other materials relating to investment options available under the plan; a list of assets comprising each investment option which constitutes plan assets and the value of those assets; the value of units in investment options available under the plan and the past and current performance of each such investment option; and information on the value of units in those investment options held in your own account, from:

Nina Falcetti
VIA Care Community Health Center
3601 East First Street
Los Angeles, CA 90063
323-268-9191

ERISA Section 404(c)(5) notice

The plan is also intended to be an ERISA Section 404(c)(5) compliant plan. This means that if you do not make any investment option elections, your contributions will be credited to the default investment option identified in the contract (which is intended to be a "Qualified Default Investment Alternative", or "QDIA"). Once you provide investment option elections, new contributions will be allocated according to those elections. Monies defaulted to the default investment option will remain invested in that option until you transfer such amounts to another investment option.

Plan-specific provisions or limitations may apply. Please see your SPD or SMM.

Start participating in your plan

Whether you prefer the internet or telephone, there's an easy-to-use enrollment tool available to you.

Registration

1. Go to **pages.oneamerica.com/viacarelaretire**
2. Click on "Account Login"
3. Select the "Account Services" link
4. Complete the step-by-step registration process

Enrollment

- Enter your User ID and Password created during Registration. Click "Log in."
- Complete the step-by-step enrollment process, which includes:
  - Entering contribution information
  - Identifying beneficiary designations (if applicable)
  - Selecting investments
  - Providing information regarding account consolidation (if applicable)

Registration assistance over the phone

Call **800-249-6269** to speak directly with a Participant Service Center representative. English- and Spanish- speaking representatives are available to help you.

Consolidating retirement accounts

You are able to roll over or transfer an existing qualified retirement plan account from a prior employer upon meeting plan eligibility requirements.

Benefits of account consolidation include:

- One point of contact for your retirement questions
- Reporting of your retirement assets on a single account statement
- One account for allocation and diversification of your retirement portfolio

Considerations include:

- Your prior account's investment options and cost structure
- Possibility of moving your account(s) into an Individual Retirement Account (IRA)

You will have an opportunity to initiate a rollover or transfer of your accounts during the enrollment process. For assistance in initiating a rollover or transfer, call **800-249-6269** Monday through Friday from 8 a.m.to 10 p.m. Eastern Time (ET).

Quick facts

*Login to your account at **pages.oneamerica.com/viacarelaretire**. To talk to a OneAmerica representative, call **800-249-6269**.*

This Plan Overview was prepared on **9/1/24**.

Account management at your fingertips

You can now manage your retirement account on the go by downloading the OneAmerica® mobile app. The OneAmerica app is configured for all iPhones, iPads, Android devices and tablets. The app is available for download from the Apple Store or Google Play. Scan one of the QR codes to go directly to our app in your device's app store.

For Apple devices **For Android devices**

OneAmerica mobile app

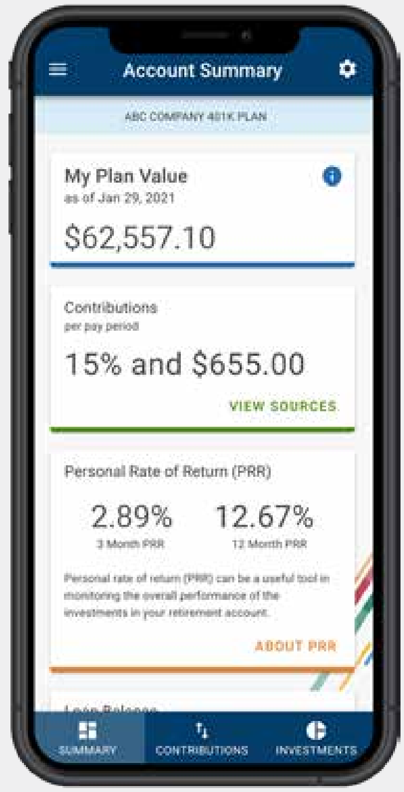
The OneAmerica app is designed to enable you to complete the account management activities that are most important to you.

- Use biometrics to register, authenticate and log-in to your account
- Enroll in your retirement plan
- View your account balance
- Make changes to your deferral rates
- View your current investment allocations and make changes to future allocations

Streamline your app experience

If you have not registered your retirement account, we encourage you to complete this step for a seamless app experience. Additionally, registering your account helps protect your personal information by providing more than one method of authentication. To register your account, go to **pages.oneamerica.com/viacarelaretire** and complete the following steps:

- Create a User ID and password
- Select a security question and provide a response
- Provide an email address
- Follow the user-friendly screen prompts to complete the process



Protecting your account

In addition to providing convenient account access, OneAmerica remains committed to protecting your account and has recently enhanced the security of the web and mobile experience. Upon accessing your account, you may be asked to update your user profile to ensure credentials, passwords and security information continue to meet cybersecurity standards.

OneAmerica recognizes that account privacy and security are a shared responsibility, which is why the OneAmerica Customer Protection Promise is available to retirement services participants using the mobile app and website. Learn more about the OneAmerica Customer Protection Promise at **pages.oneamerica.com/viacarelaretire**.

ViaCare

community health center

Enroll today by visiting
pages.oneamerica.com/viacarelaretire
*or by calling **800-249-6269**.*

Note: OneAmerica® is the marketing name for the companies of OneAmerica. Administrative and recordkeeping services provided by OneAmerica Retirement Services LLC, a OneAmerica company, which is not a broker/dealer or investment advisor. Provided content is for overview and informational purposes only and is not intended and should not be relied upon as individualized tax, legal, fiduciary, or investment advice. Investing involves risk which includes potential loss of principal. • **Mutual funds are sold by prospectus. To obtain a copy of the prospectus, the participant should contact the plan's investment advisor or the mutual fund company directly. Before investing, carefully consider the fund's investment objectives, risks, charges, and expenses. The underlying fund prospectuses contain this and other important information. Read the prospectuses carefully before investing.**

To learn more, visit **OneAmerica.com/companies**.