

NOTICE TO REHIRED TEAM MEMBERS WHO WERE NONVESTED IN THE RETIREMENT SAVINGS PLAN(S) ONLY

REINSTATEMENT RIGHTS

If you are returning to active employment and it has been less than five (5) years from your previous separation of employment, please understand that there may be reinstatement rights to the Hospital Basic and Matching Contributions (if applicable) which were forfeited from your retirement savings plan account(s). Forfeiture of Hospital balances occurs when a team member does not meet the vesting requirements of the plan(s) -- five (5) years of service, with a minimum of 1,000 credited hours per year.

Forfeited balances will be reinstated as follows:

401(a) Retirement Savings Plan

- EJGH Basic contribution will be reinstated and allocated to the team member's balance from the date of separation.
- EJGH Matching contribution (if applicable) will be reinstated and allocated to its balance from the date of separation.

IMPORTANT: *If the team member received any after-tax distribution(s) after separation from service, then the team member **MUST** restore the distributed amount to the plan in order for the forfeited Hospital Matching contribution to be reinstated.*

403(b) Retirement Savings Plan

- EJGH Basic contribution will be reinstated and allocated to the team member's balance from the date of separation.
- EJGH Matching contribution (if applicable) will be reinstated and allocated to its balance from the date of separation.

IMPORTANT: *If the team member received any pre-tax distribution(s) after separation from service, then the team member **MUST** restore the distributed amount to the plan in order for the forfeited Hospital Matching contribution to be reinstated.*

If this notice applies to you and would like to arrange for your reinstatement, please contact Stephen Gaubert or Daniel Abraham, the Hospital's on-site VALIC representatives, at ext. 5757 (calling from within the Hospital) or 780-5757 (calling off-campus) to schedule an appointment.