

# Benefits *from the heart*

## Your Retirement Benefits Program



For full-time employees, the Parkland retirement benefits program is made up of two plans:

- **Retirement Income Plan**, a mandatory plan described on page 4.
- **Supplemental Retirement Plan (SRP)**, a voluntary plan made up of two types of contributions – 403(b) and 457(b) contributions. Parkland will automatically enroll full-time employees as of Jan. 1, 2022, at 2% of pay before-tax. You may change this amount at any time.

## Supplemental Retirement Plan 403(b) and 457(b) Contributions

Full-time and part-time employees may save from 1% to 75% of pay on a combined before-tax, Roth after-tax or after-tax basis through payroll deductions. Before-tax and Roth after-tax contributions are subject to dollar limits set by the Internal Revenue Service. The combined maximum before-tax and Roth after-tax contribution for 2023 is:

- \$45,000 if you are less than age 50 and
- \$60,000 if you are age 50 or older. This amount includes catch-up contributions.

These limits are not plan-specific. When deciding how much to contribute, take into account any contributions you have made to another employer's plan for the year.

### PARKLAND HELPS YOU SAVE THROUGH MATCHING CONTRIBUTIONS

For full-time and part-time-with-benefits employees, Parkland matches your contributions (before-tax, Roth after-tax or after-tax contributions) **\$1 for \$1, up to 6% of pay, after one year of service.** You own (meaning you are 100% vested in) your contributions (before-tax, Roth after-tax, after-tax, rollover and part-time mandatory contributions) immediately. You become vested in the Parkland matching contributions as shown in the vesting chart.

Years of Vesting Service That You Complete	Vested Percentage
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

### TO ROLL OVER BALANCES

To roll over balances from a previous employer's qualified retirement plan (such as 401(k), 403(b) or certain 457 plans) or a deductible IRA (Individual Retirement Account), simply log on to **MillimanBenefits.com** or call the Benefits Service Center at 800-995-2608 to request a Rollover Contribution Form.

**You're In!** Full-time employees hired on or after Jan. 1, 2022, may change their automatic enrollment at any time. All employees can enroll or make changes at **MillimanBenefits.com** or 800-995-2608.

### Step 1. Decide how much to save in the SRP.

You may elect either a % of pay or a dollar amount.

**If you are a part-time employee,** you will automatically contribute 7.5% of pay to a Part-Time Mandatory Contributions Account in the SRP. You will need to make investment elections on these contributions. To receive the Parkland match (if and when eligible), you may elect to contribute additional amounts to the SRP.

### Step 2. Select your investments.

Read this brochure to learn about the investment options in the SRP. You may invest your future contributions in an age-based Target Date Retirement Fund or create a Custom Portfolio. If you do not make an election, your account will be invested in the Target Date Retirement Fund that is closest to the year in which you will reach age 65.

### Step 3. Name your beneficiaries.

Your beneficiary is the person(s) you want to receive your SRP account in the event of your death. If you are married, your spouse is automatically your beneficiary unless your spouse provides written, notarized consent to the naming of another beneficiary. If you are unmarried and do not designate a beneficiary, your account will be paid based on the plan provisions. Don't forget to name contingent as well as primary beneficiaries.

## Office of Talent Management

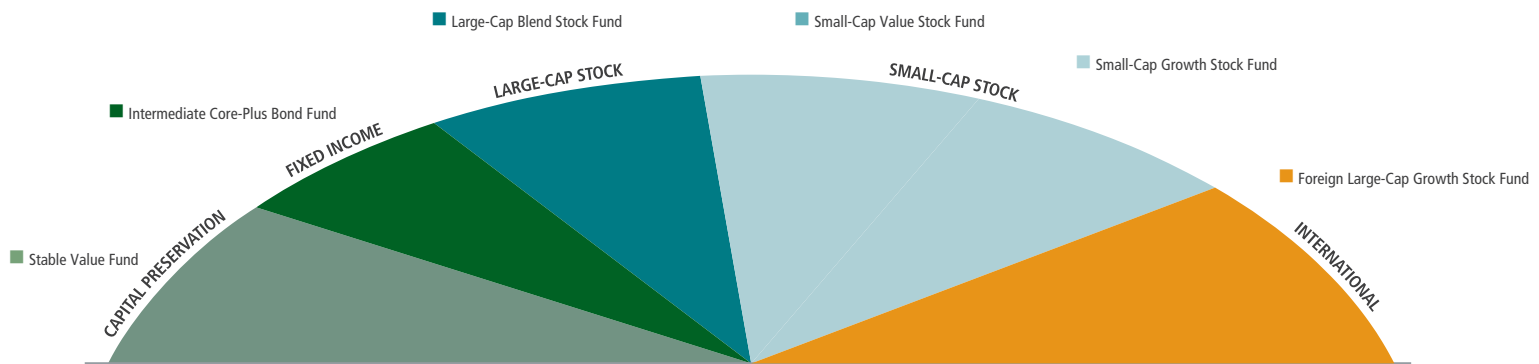
People first, for the health of our community

# SELECTING YOUR INVESTMENT APPROACH

## Supplemental Retirement Plan Investment Options

The SRP offers two approaches to investing:

- Tier I: Let Us Help You! Invest in a Target Date Retirement Fund (Default Investment Option).** These funds are designed to take the confusion out of investing. They provide diversified investment mixes that are appropriate for different target retirement dates. With this approach, you choose the Target Date Retirement Fund with the year closest to your projected retirement year. The allocation of each Target Date Retirement Fund will automatically adjust over time, becoming more conservative as you get closer to retirement.
- Tier II: Do It Yourself! Create Your Own Custom Portfolio (Core Investment Options).** Design your own portfolio using the SRP's six core investment options, which represent a range of risk and return characteristics within various asset classes. Some options are designed to provide stable returns, with lower long-term growth. With this approach, you choose the funds and allocations that best meet your needs.



TIER I		
TARGET DATE RETIREMENT FUNDS Let Us Help You	TICKER*	EXPENSE RATIO
<b>Target Date Retirement</b> BlackRock LifePath® Index Retirement K	LIRKX	0.09%
<b>Target Date 2025</b> BlackRock LifePath® Index 2025 K	LIBKX	0.09%
<b>Target Date 2030</b> BlackRock LifePath® Index 2030 K	LINKX	0.09%
<b>Target Date 2035</b> BlackRock LifePath® Index 2035 K	LIJXK	0.09%
<b>Target Date 2040</b> BlackRock LifePath® Index 2040 K	LIKXK	0.09%
<b>Target Date 2045</b> BlackRock LifePath® Index 2045 K	LIHKX	0.09%
<b>Target Date 2050</b> BlackRock LifePath® Index 2050 K	LIPKX	0.09%
<b>Target Date 2055</b> BlackRock LifePath® Index 2055 K	LIVKX	0.09%
<b>Target Date 2060</b> BlackRock LifePath® Index 2060 K	LIZKX	0.09%

\* For more information, go to Morningstar.com and enter each fund's ticker symbol in the Quote box. You can also access Morningstar.com directly through Account Details > Fund Information at [MillimanBenefits.com](https://www.millimanbenefits.com).

TIER II		
CORE INVESTMENT OPTIONS Do It Yourself	TICKER*	EXPENSE RATIO (As of 11/30/22)
<b>Stable Value</b> MetLife Stable Value**		0.69%
<b>Intermediate Core-Plus Bond</b> Metropolitan West Total Return Bond Plan	MWTSX	0.36%
<b>Large-Cap Blend Stock</b> Schwab S&P 500 Index	SWPPX	0.02%
<b>Small-Cap Value Stock</b> AB Discovery Value Z	ABSZX	0.78%
<b>Small-Cap Growth Stock</b> RBC SMID Cap Growth I	TMCIX	0.82%
<b>Foreign Large Growth Stock</b> American Funds EuroPacific Growth R6	RERGX	0.46%

\* For more information, go to Morningstar.com and enter each fund's ticker symbol in the Quote box. You can also access Morningstar.com directly through Account Details > Fund Information at [MillimanBenefits.com](https://www.millimanbenefits.com).  
 \*\* For 2023, the guaranteed interest crediting rate is 2.30% (net of all fees).

A fee of \$4.69 will be charged to your SRP account each month to cover the plan's administrative costs. An additional amount will be charged to your account to cover miscellaneous plan-related expenses like postage and communications. Any revenue sharing produced by the funds in which you invest will be credited to your account each quarter.

## Start Saving Today

- **Step 1.** Decide how much to save. If you are a full-time employee, decide whether to accept the 2% before-tax auto enroll amount or to save a different amount in the Supplemental Retirement Plan. Your auto enroll amount of 2% before-tax will start on the first pay date after 45 days of employment unless you change the amount.
- **Step 2.** Decide which investments are right for you. If you are auto enrolled, your account will be invested in the Target Date Fund closest to the year in which you will turn age 65.
- **Step 3.** Name your beneficiaries, both for the Supplemental Retirement Plan (including Part-Time Mandatory Contributions) and the Retirement Income Plan (if you are a full-time employee), at [MillimanBenefits.com](https://www.millimanbenefits.com). You must name separate beneficiaries for each of these plans.

## How To Register/Access Your Account

- **Register your account at [MillimanBenefits.com](https://www.millimanbenefits.com)** (choose English or Spanish). The first time you log on, click “Register” and follow the prompts to complete the registration process. You will create a username and password as well as answer a series of security questions. When you register, the system will automatically apply a security feature called Withdrawal Lock to help protect your account from unauthorized withdrawals. You will receive a special code in the mail, which you’ll need to unlock your account when you’re ready to withdraw funds. Keep this code in a safe place. If you lose the code, you’ll experience delays when trying to withdraw your money.
- **Milliman Mobile Benefits App:** Download from the App Store or Google Play.
- **Benefits Service Center:** Call 800-995-2608 or use Web Chat on [MillimanBenefits.com](https://www.millimanbenefits.com). Representatives are available Monday through Friday from 7 a.m. to 7 p.m. Central time.

## Milliman@Parkland Meeting Can Help You Plan For Retirement

Want help planning for retirement or deciding how to invest? Meet with the Milliman@Parkland representative on Mondays, Tuesdays and Wednesdays. To schedule your appointment, go to <http://milliman3.fullslate.com>. If you don’t have access to a computer, you may call 214.590.9543 to schedule your appointment. Your spouse or domestic partner may participate in the meeting with you. During your meeting, get answers to these questions and more:

- How do I enroll and what are the benefits of enrolling?
- Will I have enough money to retire?
- Am I invested properly?
- When it’s time to retire, what steps do I take?
- What is the difference between the Retirement Income Plan and the Supplemental Retirement Plan?
- How will my Parkland benefits affect my Social Security?

### AUTO REBALANCING YOUR PORTFOLIO

Through [MillimanBenefits.com](https://www.millimanbenefits.com), you may elect to have your Custom Portfolio rebalanced at certain periods that you set. Otherwise, your accounts will eventually vary from the original intent of your asset allocation, which is the mix of your investments. With a Target Date Retirement Fund, Auto Rebalance is automatically part of your investment strategy.

### WAYS TO LEARN MORE

[ParklandBenefits.org](https://www.parklandbenefits.org) > [Well-Being > Retirement Program](#) where you can learn more about the Retirement Income Plan and Supplemental Retirement Plan, including Part-Time Mandatory Contributions.

[ParklandBenefits.org](https://www.parklandbenefits.org) > [Resources > Legal Notices](#) where you can find *Summary Plan Descriptions* for all of your benefits.

**MillimanBenefits.com 24/7.** Check out your RISE Score™, which is like a credit score for retirement and measures how prepared you are for retirement. You can also find the 2023 Annual Notices (Eligible Automatic Contribution Arrangement Notice and the Default Investment Alternative Notice) under Documents + Forms > Plan Information > Notices. If you have questions while you’re on the site, click on the Web Chat icon at the bottom of your screen. The Web Chat feature allows you to chat online with a Benefits Service Center representative, Monday through Friday from 7 a.m. to 7 p.m. Central time.

**Mobile App.** If you have a mobile device with a touchscreen, download the mobile app to enroll or to view your account using the same username and password that you use to access [MillimanBenefits.com](https://www.millimanbenefits.com).

**Stay in touch.** Keep track of your account by reviewing your quarterly account statements and receive electronic confirmations and notices.

# YOUR RETIREMENT BENEFITS PROGRAM

## Take a Quick Look at the Retirement Income Plan (for full-time employees)\*

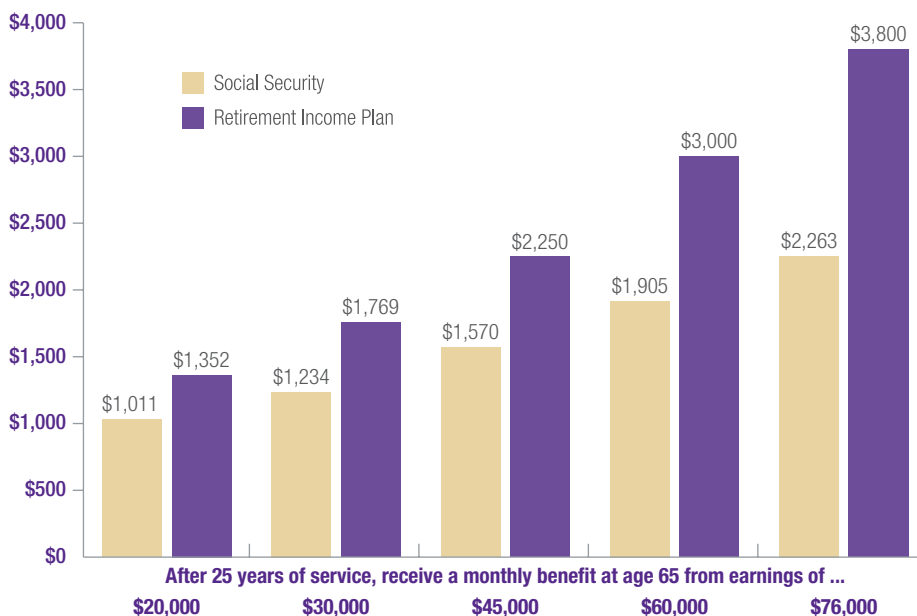
The Retirement Income Plan is a defined benefit pension plan for full-time employees and replaces Social Security.

- The Retirement Income Plan provides a monthly benefit at retirement.
  - You contribute 6.2% of regular pay to this plan, starting on your date of hire.
  - Parkland contributes any additional amounts.
- You are 100% vested in your benefit after 5 years of service (7 years of service for House Staff).
- You may receive a reduced benefit as early as age 55.
- You may receive a full retirement benefit at age 65, distributed in one of the following ways:
  - Lifetime Pension
  - 60 Months Certain and Life Thereafter
  - 120 Months Certain and Life Thereafter
  - 180 Months Certain and Life Thereafter
  - 50% Joint and Contingent Pension
  - 66 $\frac{2}{3}$ % Joint and Contingent Pension
  - 100% Joint and Contingent Pension

### AN EXAMPLE: 40-YEAR-OLD EMPLOYEE WHO WORKS 25 YEARS AT PARKLAND

To see how the Parkland Retirement Income Plan compares to Social Security, we estimated monthly benefits for a full-time employee\* who begins a career with Parkland at age 40 in the year 2023 and works full-time for 25 years at Parkland, retiring at age 65. The chart shows the value of benefits in today's dollars.

Comparing Parkland's Retirement Income Plan And Social Security



\* Part-time employees automatically participate in the Part-Time Mandatory Contributions rather than Social Security with a contribution to the Supplemental Retirement Plan equal to 7.5% of total pay.

### PROJECT YOUR FUTURE @ MILLIMANBENEFITS.COM

Through **MillimanBenefits.com**, you may perform modeling calculations to help you determine your benefit amount in the Retirement Income Plan at different possible retirement dates. Up to 6 months prior to your retirement, you may request your distribution packet through **MillimanBenefits.com** or the Milliman Benefits Service Center at 800-995-2608.

### ACCOUNT SECURITY TIPS

Follow these simple tips to safeguard your retirement account information at **MillimanBenefits.com**.

- Create a username that's easy for you to remember but difficult for others to guess.
- Change your password on a regular basis.
- Don't use simple words or personal information for your username or password.
- Register your account at **MillimanBenefits.com**. When you register, the system will automatically apply a security feature called Withdrawal Lock to help protect your account from unauthorized withdrawals. See page 3 for details.

To confirm whether Withdrawal Lock is activated on your account, go to the Personal icon in the upper right corner of your screen at **MillimanBenefits.com**. Then, select Account Security from the drop-down menu and click on Withdrawal Lock.