

**2024**  
**ELIGIBLE AUTOMATIC CONTRIBUTION ARRANGEMENT NOTICE**  
**TO PARTICIPANTS IN THE**  
**PARKLAND SUPPLEMENTAL SAVINGS PLAN**

The Parkland Supplemental Savings Plan (which consists of the Dallas County Hospital District 403(b) Supplemental Savings Plan, the Dallas County Hospital District 457(b) Supplemental Savings Plan, and the Dallas County Hospital District 401(a) Supplemental Savings Plan, collectively referred to as the "Plan" in this notice) includes features that allow both plan participants and Parkland Health (the "Employer") to make contributions to the Plan. The Plan includes an Eligible Automatic Contribution Arrangement ("EACA"), also known as an automatic enrollment feature. This notice explains your rights under the Plan's EACA feature.

**The EACA provisions generally do not apply to you if your date of hire or rehire with Parkland was before January 1, 2022, if you are a part-time, temporary or seasonal employee who is subject to mandatory employee contributions, or if you have made an affirmative election to choose your level of contributions or elect not to contribute. You will not be treated as a rehire who is subject to the EACA provisions if you are a returning veteran, or if you have an internal status change from part-time to full-time.**

**Eligible Automatic Contribution Arrangement**

If the EACA provisions of the Plan apply to you, unless you have an affirmative salary deferral election, the Employer will automatically withhold from your compensation 2% of your before-tax pay (the "automatic deferral percentage") each pay period, and will contribute these amounts to the Plan on your behalf. Your first automatic deferrals will occur approximately 45 days after your date of hire or rehire.

If you wish to defer the automatic deferral percentage, you do not need to make an affirmative salary deferral election. If you wish to make an affirmative election to contribute an amount other than the automatic percentage, or to elect not to defer any of your compensation, you may do so within a reasonable time of receipt of this notice and before your first automatic deferral will occur. To make an affirmative election, log on through the Internet at **MillimanBenefits.com** or call the telephone hotline at 1-800-995-2608. You may change your salary deferral percentage at any time. After the Employer's payroll department processes your election, it is effective on the next available payroll.

**Limited right to withdraw automatic deferrals**

Within the time period described in this paragraph, you may elect to have the Plan distribute to you all of your prior automatic deferrals and allocable earnings on the deferrals. You may make this election on the form the plan administrator will provide to you upon request. You must make this election no later than 90 days after the first automatic deferral is taken from your compensation. If you elect to withdraw all of your prior automatic deferrals, you will forfeit your matching contribution, if any, and pay income tax on the distributed amount, but you will not be subject to the 10% premature distribution penalty tax, even if you receive the distribution prior to age 59½.

**Right to direct investment/default investment alternative**

You have the right to direct the investment of all of your Plan contribution accounts in any of the Plan's investment choices. This includes your own contributions, such as elective salary deferrals and rollovers, as well as Employer contributions. If you do *not* make an election as to how the Plan should invest your contributions, then the Plan trustee will invest them in the "default" investment option.

The default investment for the Plan is the BlackRock LifePath Index Retirement portfolio that most closely aligns with when you reach age 65, assumed to be your normal retirement age. Please refer to the Plan's default investment notice for additional details.

**For Further Information**

Log on through the Internet at **www.MillimanBenefits.com** or call **1-800-995-2608**.

**This notice is intended to provide a brief review of the automatic enrollment aspects of the Plan. If there are discrepancies between the contents of this notice and the Plan document, the terms of the Plan shall govern. Please refer to your Plan Summary (Summary Plan Description) for more information on this subject. If you have any questions or if you would like an additional copy of the Plan Summary, log on through the Internet at **www.MillimanBenefits.com** or call **1-800-995-2608**.**

**2024**  
**QUALIFIED DEFAULT INVESTMENT ALTERNATIVE NOTICE**  
**TO PARTICIPANTS IN THE PARKLAND SUPPLEMENTAL SAVINGS PLAN**  
**AND THE PARKLAND MANDATORY SAVINGS PLAN**

This notice explains your right to direct the investment of your accounts in the Parkland Supplemental Savings Plan and the Parkland Mandatory Savings Plan (the "Plans") and the circumstances under which assets in your Plan accounts may be invested on your behalf in a "qualified default investment alternative" if you do not make an investment election.

**Right to Direct Investment.** You have the right to direct the investment of all of your Plan contribution accounts in any of the Plans' investment choices. This includes your own contributions, such as elective salary deferrals and rollovers, as well as employer contributions (if any). If you do *not* make an election as to how the Plans should invest your contributions, then the Plan trustee will invest them in the "default" investment option. In accordance with Department of Labor Regulations, the Plans' default investment option is intended to relieve plan fiduciaries of liability for any investment losses that result from investment directions made by plan participants.

**Default Investment.** The default investment is the Target Date Retirement Fund that most closely aligns with the year you reach age 65, assumed to be your retirement age, as shown below.

<b>If Your Birthday Falls Between</b>	<b>Corresponding Target Date Fund</b>	<b>Estimated Fund Expense</b>
1957 or earlier	BlackRock LifePath Index Retire K	0.09%
1958 - 1962	BlackRock LifePath Index 2025 K	0.09%
1963 - 1967	BlackRock LifePath Index 2030 K	0.09%
1968 - 1972	BlackRock LifePath Index 2035 K	0.09%
1973 - 1977	BlackRock LifePath Index 2040 K	0.09%
1978 - 1982	BlackRock LifePath Index 2045 K	0.09%
1983 - 1987	BlackRock LifePath Index 2050 K	0.09%
1988 - 1992	BlackRock LifePath Index 2055 K	0.09%
1993 or later	BlackRock LifePath Index 2060 K	0.09%

**Investment Objective.** The investments seek to provide growth of capital and current income. Each Target Date Retirement Fund has an asset allocation mix among stocks, bonds, and short-term instruments that is more aggressive when you're younger and becomes more conservative as you near retirement.

**Risk and Return Characteristics.** The risk associated with each Target Date Retirement Fund will be commensurate with the higher risk associated with stock investing. While moderate risk is expected, each portfolio can experience periods of extreme return volatility during stock market downturns. Over the long term, portfolios with more stock investments carry relatively more risk but offer higher potential returns. There is no assurance or guarantee the default funds will achieve their stated objective.

**Fees and Expenses.** Total estimated annual operating expenses are outlined in the chart above.

**Right to Alternative Investment.** Even if the Plans' trustee invests some or all of your contributions in the default investment, you have the continuing right to direct your investments in one or more of the other investment choices available to you. You may change your investments at any time. You are entitled to invest in any of the alternative investment choices without incurring a financial penalty.

To change your investments, log on through the Internet at [millimanbenefits.com](http://millimanbenefits.com) and go to the Account Details/Investments/Change Investments tab, or call the Benefits Service Center at **(800) 995-2608**. Benefits Service Center representatives are available Monday through Friday between 7 a.m. and 7 p.m. Central Time, except for major holidays.

**This notice is intended to provide a brief review of the default investment aspects of the Plans. If there are discrepancies between the contents of this notice and the Plan document, the terms of the Plans shall govern. Please refer to your Summary Plan Description for more information on this subject. If you have any questions or if you would like an additional copy of the Summary Plan Description, log on through the Internet at [millimanbenefits.com](http://millimanbenefits.com) or call (800) 995-2608.**