

Cedars-Sinai Defined Contribution Retirement Plan

Summary Plan Description (SPD) for Cedars-Sinai
Employees (for Cedars-Sinai Medical Center and Cedars-Sinai Medical Care
Foundation Employees)

Effective as of January 1, 2024

Benefit Resources

For information about ...	Contact ...
<ul style="list-style-type: none"> Cedars-Sinai Defined Contribution Retirement Plan (the “DC Plan”), which is the plan described in this SPD 	<p>Voya Financial (to access/update your DC Plan account)</p> <p>Phone: 800-584-6001 (Voice response)</p> <p>Web: Cedars-Sinai.BeReady2Retire.com</p> <p>Voya Financial (Financial Advisors)</p> <p>Phone: 310-423-0974</p> <p>Voya Financial serves as the record keeper and Trustee.</p>
<ul style="list-style-type: none"> Cedars-Sinai Defined Benefit Retirement Plan (the “DB Plan”) 	<p>Cedars-Sinai Retirement Helpline</p> <p>Phone: 866-296-5034</p> <p>Web: Cedars-Sinai-MyRetirement.com</p>
<ul style="list-style-type: none"> Cedars-Sinai 403(b) Retirement Plan (the “403(b) Plan”) 	<p>Voya Financial</p> <p>Online at Cedars-Sinai.BeReady2Retire.com</p> <p>Or</p> <p>Phone: 800-584-6001</p> <p>Voya Financial (Financial Advisors)</p> <p>Voya Financial office at Cedars-Sinai Medical Center Ray Charles Cafeteria, Suite 1631A</p> <p>Phone: 310-423-0974</p> <p>Open weekdays, during regular business hours</p>
<ul style="list-style-type: none"> Where to request U.S.-issued marriage and birth records 	<p>CDC Vital Statistics</p> <p>Web: cdc.gov/nchs/w2w</p>
<ul style="list-style-type: none"> Government-provided retirement benefits 	<p>Social Security</p> <p>Phone: 800-772-1213</p> <p>Web: socialsecurity.gov</p> <p>Estimates: socialsecurity.gov/estimator</p>

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This Summary Plan Description (SPD) summarizes your retirement benefits under the DC Plan. The official plan document provides more complete details of the DC Plan. If there is any conflict between the statements in this booklet and the DC Plan document, the terms of the DC Plan document will govern all rights and obligations of participants, beneficiaries, plan fiduciaries and the organization. The Plan Administrator has sole discretion to interpret and apply the terms and conditions of the DC Plan described in this booklet. These interpretations and decisions on all matters arising under the plan are final and binding on all parties. Cedars-Sinai reserves the right to amend (or even terminate) these benefits, for any reason, anytime, without prior consent by or notice to employees, former employees, their dependents or beneficiaries. Neither this booklet nor any of the organization's policies or benefit programs should be considered a contract for purposes of employment or payment of compensation or benefits. Neither the receipt of this SPD nor the use of the term "you" indicates that you are eligible for a benefit under the DC Plan. Only those employees who satisfy the eligibility requirements and other criteria contained in the DC Plan are eligible for a benefit. Neither the receipt of this SPD nor the terms of the DC Plan create a right for any employee to be retained in the employment of Cedars-Sinai or any related employer.

CEDARS-SINAI MEDICAL CENTER AND CEDARS-SINAI MEDICAL CARE FOUNDATION RETIREMENT BENEFITS

Statistics show that most people live on average, about 20 years after retiring at 65. That means while you are working, it's wise to save enough to cover expenses for at least 20 years of retirement, if not more!

Cedars-Sinai Medical Center and Cedars-Sinai Medical Care Foundation (referred to as "Cedars-Sinai" for purposes of this SPD) supports your retirement by offering several ways to help you accumulate retirement income. This SPD describes the Plan as applicable to eligible employees of Cedars-Sinai Medical Center and Cedars-Sinai Medical Care Foundation and does not apply to employees of Cedars-Sinai Marina Hospital. If you are an eligible employee of Cedars-Sinai Marina Hospital, ask the Plan Administrator for a copy of the SPD that applies to you.

YOUR CHOICE RETIREMENT PROGRAM

Cedars-Sinai offers several retirement plans to help you accumulate retirement income. Unlike most employers, Cedars-Sinai gives employees a choice between 2 retirement plans – either:

- A traditional pension plan (the DB Plan), or
- An account balance-type savings plan (DC Plan), which is the plan described in this SPD.

You have the opportunity to choose the plan you want after the calendar quarter in which you meet the 1-year of eligible service requirement (described on page 6), as long as you are an [Eligible Employee](#). You will have 30 days to make your election. Before your 30-day election period, a Choice Retirement election packet will be mailed to your home address. If you do not make a choice between the DB Plan and DC Plan by the end of the 30-day election period, you will automatically be enrolled in the DC Plan.

CHANGING PLANS

Once you begin participating in the DB Plan or DC Plan, you may choose to switch to the other plan ONCE while

employed at Cedars-Sinai. To compare the benefit you would receive under each plan, and to switch plans, you can use the on-line Choice Modeling Tool by going to [Cedars-Sinai-MyRetirement.com](#).

- **Keep in mind** that benefits do not transfer between the DB and DC Plans. For example, if you are in the DB Plan and switch to the DC Plan, you'll have a benefit in both plans. You only earn a benefit under the plan when you are actively participating in that plan. Also, if you switch plans, your years of service for vesting counts under both the DB and DC Plans.
- No matter which retirement plan you choose, Cedars-Sinai pays for this program, not you.

For additional information regarding the Choice Retirement Program and participation timeframes are available (see the Benefit Resources section of this SPD).

403(b) PLAN

Cedars-Sinai also sponsors a 403(b) Plan. The 403(b) Plan gives you the opportunity for tax-deferred savings and investment. You can start saving in the 403(b) Plan anytime; there is no waiting period.

You become eligible to receive a matching contribution in the 403(b) Plan immediately after the first anniversary date of your Cedars-Sinai hire date. Keep in mind that you must contribute to the 403(b) Plan in order to receive Cedars-Sinai matching contributions.

In addition, the government-sponsored Social Security program is designed to provide about a third of your retirement income and Medicare helps pay for medical care starting at age 65.

SOCIAL SECURITY

6.2% of your pay up to the annual wage base*) goes to Social Security. Cedars-Sinai contributes the same amount

to Social Security on your behalf.

* \$168,600 in 2024 and \$176,100 in 2025.

MEDICARE

Medicare helps pay for medical care starting at age 65. At least 1.45% of your pay goes to Medicare, and Cedars-Sinai contributes the same amount to Medicare on your behalf.

HOW THE DC PLAN WORKS

The DC Plan is called a defined contribution plan because the amount that Cedars-Sinai contributes to your account is defined in the DC Plan. (See [Quarterly Basic Contribution](#).)

A defined contribution plan is like a savings account, where your account grows with contributions from Cedars-Sinai. Your account is adjusted for investment earnings and losses based on the experience of the investment fund(s) your account is invested in. If you are a DC Plan participant on the last day of a calendar quarter (or you die or retire during the quarter), Cedars-Sinai will make a contribution on your behalf for that quarter. The amount is based on your years of eligible service and pay during that quarter.

You may invest your account in any combination of the investment options available under the DC Plan. Each business day that the Trustee (Voya Financial) and the New York Stock Exchange are open for business, your account receives applicable investment gains and losses.

DC Plan benefits are portable. When you leave Cedars-Sinai¹, you can take the vested portion of your account balance with you.

ELIGIBILITY AND ENROLLMENT

ELIGIBLE EMPLOYEES

All Cedars-Sinai employees are eligible to participate in the DC Plan, except:

- Leased employees, or independent contractors
- Per diem employees hired after June 30, 1989
- Individuals whose services are performed pursuant to the terms of a physician in-training agreement
- Individuals who are designated by Cedars-Sinai Medical Center as “non-benefited” employees
- Certain executives, faculty members and chairs who participate in the grandfathered executive retirement plan
- Individuals who have elected to waive participation in the DC Plan and instead participate in the DB Plan

Eligible service is used to determine:

- When you can start participating. See [Starting Participation and Enrollment](#).
- When your account becomes vested. See [Vesting](#).
- The DC Plan contribution rate. See [How Your Plan Account Grows](#).

STARTING PARTICIPATION AND ENROLLMENT

Once you complete one year of eligible service, you are enrolled in the plan. **One year of eligible service** means a 12 consecutive month period in which you are credited with at least 1,000 hours. The first 12-month period is your first year of employment (i.e., hire date to the first anniversary of your hire date). If you haven't completed at least 1,000 hours of service on your first anniversary date, all future 12-month periods are the subsequent calendar years (Jan. 1–Dec. 31), starting with the calendar year in which your first anniversary date falls.

Eligible service includes:

- **Paid hours:** Hours you are paid or entitled to be paid, such as paid time off (vacation, holiday and sick leave). If you are not paid or entitled to be paid for at least 1,000 hours in the applicable 12-month period, you will not be eligible to become a DC Plan participant, and accordingly, you will not be eligible for DC Plan benefits.

If you elect the DC Plan within your 30-day election period (or you are defaulted into the DC Plan), you will participate in the DC Plan on the first day of the calendar quarter (January 1, April 1, July 1, or October 1) on or after you meet the one-year eligible service requirement. For most employees, that will be the quarter that begins after your first anniversary.

DC Plan Participation and Contribution Timeframe			
If your first year anniversary* is between:	You become eligible:	Your quarterly contribution will be based on pay received during this period	Your first contribution will be deposited in your Voya account:
Jan. 2–April 1	April 1	April 1 – June 30	mid-September
April 2–July 1	July 1	July 1 – Sept. 30	mid-December
July 2–Oct. 1	Oct. 1	Oct. 1 – Dec. 31	mid-March
Oct. 2–Jan.1	Jan. 1	Jan. 1 – March 31	mid-June

*Provided you are an eligible employee and have met the eligible service requirement, as described above.

For example, Marcy is a full-time management assistant with a hire date of May 18, 2024. She is credited with at least 1,000 hours from her hire date to her May 18, 2025 first year anniversary. She elects to participate in the DC Plan instead of the DB Plan within the applicable 30-day election period. She is eligible to participate in the DC Plan as of the first day of the next calendar quarter, July 1, 2025. Marcy is employed by Cedars-Sinai on Sept. 30, 2025 so she will receive her first DC contribution (for the third quarter of 2025, which is July 1, 2025–Sept. 30, 2025) in her DC Plan account (with Voya) in mid-December 2025.

If you leave Cedars-Sinai¹ before you become a participant and you are rehired, your prior service will be recognized for eligibility purposes under the DC Plan.

If you leave Cedars-Sinai¹ after becoming a DC Plan participant (or if you separated from service prior to the entry date but otherwise satisfied all participation requirements) and later return to employment with an employer who has adopted the DC Plan, you will start participating immediately on the date that you are rehired.

If you cease being in an eligible class of employees, your participation in the DC Plan will stop as of that date.

CONTRIBUTIONS—HOW YOUR DC PLAN ACCOUNT GROWS

Cedars-Sinai makes a contribution each calendar quarter to your DC Plan account. This contribution is made after the end of each calendar quarter for each eligible participant. Your account is adjusted for any investment earnings or losses. You will receive the contribution if you are a DC Plan participant (see [Eligible Employees](#)), but you **must** be an active employee in an eligible class on the last day of the applicable quarter, unless you are at least age 65 when you retire or if you die during the quarter.

QUARTERLY CONTRIBUTION

Each quarter, Cedars-Sinai makes a contribution to your DC Plan account equal to your eligible quarterly pay **multiplied** by your contribution rate.

Contribution Schedule	
Years of benefit service	DC Plan contribution rate
1–4	3.0% of pay
5–9	4.0% of pay
10–14	5.5% of pay
15–19	8.0% of pay
20 or more	11.0% of pay

Pay -The DC Plan uses your total wages (as reportable on your W-2 form) plus any eligible pretax contributions you make—for instance, pretax healthcare premiums, 403(b) Plan contributions or transportation benefits—up to the IRS limit (\$345,000 in 2024, \$350,000 in 2025, and as adjusted periodically for changes in the cost of living). Pay also includes differential wage payments for qualified military service (see [Military Leave Rights](#)). Pay excludes any imputed income, supplemental retirement allowances and payments from the Cedars-Sinai Health System 457(f) Plan.

Years of benefit service -. Each calendar year (Jan. 1–Dec. 31) that you are credited with at least 1,000 hours starting with the calendar year in which you are hired. Hours include those for which you are paid or entitled to be paid, such as paid time off (vacation, holiday and sick leave).

Once you complete 1,000 hours of service in a calendar year (that is, a year of benefit service), you will be credited with an additional year of benefit service as of the first day of the calendar quarter in which you complete 1,000 hours. If this happens, you might get a mid-year increase in your contribution rate. For example, if you have four years of benefit service at the end of 2024 and you are credited with at least 1,000 hours of service between January 1, 2025 and late June, 2025, your contribution rate increases from 3.0% to 4.0% as of the calendar quarter beginning April 1, 2025.

Contact the Plan Administrator for an explanation of what happens if you switch status from eligible to non-eligible, or vice-versa.

Example: Quarterly Basic Contribution

Maria’s annual salary is \$52,000, she works 40 hours a week and has nine years of benefits eligible service as of January 1. To calculate how much Cedars-Sinai contributes to Maria’s DC Plan account in each calendar quarter:

- Maria’s contribution rate corresponds to her years of benefit service on the last day of the quarter (nine years of benefit service = 4%; ten years = 5.5%).
- Maria’s quarterly eligible pay received each quarter varies slightly based on how many pay checks she receives during the quarter (1Q&3Q – 6 pay checks = \$12,000; 2Q&4Q – 7 pay checks = \$14,000).
- Multiply Maria’s quarterly pay times her contribution rate.

Year 1		
Quarter 1	\$12,000 x 4% =	\$480
Quarter 2	\$14,000 x 5.5% =	\$770
Quarter 3	\$12,000 x 5.5% =	\$660
Quarter 4	\$14,000 x 5.5% =	\$770
Total		\$2,680

FORFEITURE CONTRIBUTIONS

If you leave Cedars-Sinai¹ before becoming 100% vested in your account (see [Vesting](#)), you will forfeit the unvested portion of your account balance. Determination of the use of forfeitures is a settlor function. The Plan Administrator does not have the discretion to determine how forfeitures will be used. Instead, forfeitures will be used in the following order, and to the extent forfeitures are not fully used by the first in

order, the remaining forfeitures will be used for the next in order, until fully used: (1) to restore forfeitures, (2) to pay Plan administrative expenses (but not including participant recordkeeping or other participant fees, which will be paid by participants), and (3) to reduce the amount of employer contributions. Forfeitures may also be used to reduce employer contributions that are qualified nonelective contributions (QNECs) or qualified matching contributions (QMACs) to correct certain failures per the Internal Revenue Service’s Employee Plans Compliance Resolution System (EPCRS). (QNECs and QMACs are required to be 100% vested only at the time they are allocated (and not at the time they are made).) Forfeitures are not Plan assets that are subject to discretionary allocations.

LIMITS ON EMPLOYER CONTRIBUTIONS

The IRS limits the amount of pay that can be used to calculate retirement plan contributions. For 2024, any pay over \$345,000 is not included (\$350,000 for 2025). The limit is indexed for changes in the cost of living and could change in the future.

BENEFIT STATEMENTS

You will receive a benefit statement for each quarter you are a participant. In addition, you may access your statement online through the Voya Financial web site, as described below. Please note that the DC Plan contribution reported on a benefit statement is the contribution that was made on your behalf for the prior quarter. For example, the second calendar quarter benefit statement will report the DC contribution that was made on your behalf for the first quarter. The third quarter benefit statement will report the DC contribution that was made on your behalf for the second quarter, etc.

You can see and print a copy of your most recent benefit statement (and, as available, older statements) whenever you want by accessing the Voya Financial website (see the Benefit Resources Section of this SPD) or by calling their interactive phone system to request a statement at 800-584-6001.

VESTING

Vested means that you have a nonforfeitable right to your account in the DC Plan. If you leave Cedars-Sinai¹ before you are vested, you will not be entitled to any portion of your account balance. However, if you leave after you are partially

or fully vested, you have a right to take the vested portion of your account balance.

You will become partially or fully vested in your account (and any investment earnings on that money) according to the following schedule. A year of vesting service means each calendar year (Jan. 1–Dec. 31) that you are credited with at least 1,000 hours, starting with your date of hire with Cedars-Sinai. Hours include hours that you are paid or entitled to be paid, such as paid time off (vacation, holiday and sick leave).

Vesting Schedule	
Years of vesting service	Percent vested
Less than 2	0%
2	25%
3	50%
4	75%
5 or more	100%

You automatically become 100% vested when you attain age 65 (the DC Plan’s normal retirement age) if you’re still working for Cedars-Sinai¹, or if your Cedars-Sinai¹ employment ends before age 65 as a result of your death.

You can see the vesting status of your DC Plan on your quarterly statement (from Voya Financial) or online at Cedars-Sinai.BeReady2Retire.com.

BREAKS IN SERVICE AND FORFEITURES

If you leave Cedars-Sinai¹ before you are 100% vested, the non-vested portion of your account balance will be forfeited on the earlier of: (1) the date of distribution of your entire vested DC Plan account balance, or (2) December 31 of the year in which you incur five consecutive one-year breaks in service.

A one-year break in service means a calendar year in which you are credited with 500 or fewer hours at Cedars-Sinai¹. If you are on an approved leave of absence, you may avoid a break even if you are credited with 500 or fewer hours.

If you subsequently return to work at Cedars-Sinai, the DC Plan may count your previous service. The break in service rules determine whether your previous (or pre-break service) is counted in calculating your vesting service and your quarterly contribution rate after your rehire date:

- If you were 0% vested when your Cedars-Sinai¹ employment ended, you have more than five consecutive one-year breaks in service, and are then rehired by Cedars-Sinai¹, you do not receive credit for your previous eligible service. That previous service and nonvested portion of your account for that period are permanently forfeited.
- If you were 0% vested when your Cedars-Sinai¹ employment ended, but you have five (or fewer) consecutive one-year breaks in service, and are then rehired by Cedars-Sinai¹, you will receive vesting credit for your previous eligible service. Additionally, the forfeited portion of your account that you earned before your break will be restored.
- If you were fully or partially (25%–75%) vested when your Cedars-Sinai¹ employment ended, the eligible service you earned during your previous employment

will count toward vesting and determine your contribution rate upon your return. See below to determine how the unvested portion of your prior account balance will be treated.

FORFEITURE RESTORATION

- If you were partially vested and took a distribution of the vested portion of your account when you left Cedars-Sinai¹ and you are later rehired, the forfeited portion of your account will be restored if you repay the amount of the distribution that you received. Please contact the Plan Administrator for repayment details.
- If you were partially vested and did not take a distribution of the vested portion of your account, and you are later rehired, the non-vested (or forfeited) portion of your account balance will be restored even if you had five (or more) consecutive one-year breaks in service.

Break in Service Summary Table

If you left Cedars-Sinai ¹ with this vested percent and had this many consecutive one-year breaks in service	Are your years of eligible service from Cedars-Sinai ¹ previous employment counted if you are rehired? (for vesting and determining your contribution percentage rate)	What happens to the non-vested portion of your account balance?
<p>0% vested</p> <p>More than five consecutive one-year breaks in service</p>	No	<p><u>Permanently forfeited</u>: Whether or not rehired by Cedars-Sinai¹</p>
<p>0% vested</p> <p>Five (or fewer) consecutive one-year breaks in service</p>	Yes	<p><u>Restored</u>: Following rehire by Cedars-Sinai¹</p>
<p>25%–75% vested</p> <p>Any number of consecutive one-year breaks in service</p>	Yes	<p><u>Restored</u>: If your vested account balance was not distributed and you are subsequently rehired by Cedars-Sinai¹</p> <p><u>Restored</u>: If your vested account balance was distributed to you, you are subsequently rehired by Cedars-Sinai¹, and you repay the amount of the distribution</p> <p><u>Permanently Forfeited</u>: If your vested account balance was distributed, you are subsequently rehired by Cedars-Sinai¹, and you do <u>not</u> repay the amount of the distribution</p>
<p>100% vested</p> <p>Any number of consecutive one-year breaks in service</p>	Yes	N/A

HOW YOUR ACCOUNT MAY GROW—INVESTMENTS

Your DC Plan account may grow through investment earnings. Keep in mind your account value could also decrease, depending on investment performance.

INVESTMENT FUND OPTIONS

The Cedars-Sinai Defined Contribution Retirement Plans Committee (the “Committee”) selects the investment options for the DC Plan that reflect the DC Plan’s investment policy. The Committee reviews fund performance, and from time to time may add, change or replace investment options.

You have the right to direct the investment of assets held under the DC Plan on your behalf from an array of investment options through Voya Financial. Cedars-Sinai has an exclusive agreement with Voya Financial to provide investment and trust services for the DC Plan.

The Plan Administrator will provide you with information on the amounts available for direction, the investment choices available to you, the frequency with which you can change your investment choices and other investment information. At the end of each calendar quarter, you will receive a benefit statement that provides information on your account balance and your investment returns. If you have any questions about the investment of your DC Plan accounts, please contact Voya Financial. The Plan Administrator may adopt rules and procedures to govern participant investment elections and directions under the DC Plan.

Upon request you can receive: a list of expenses that reduce the rate of return for each designated investment option, a schedule of the underlying assets for each designated investment option, unit values and performance for each designated investment option and the value of your account. To obtain this information you must call Voya Financial at 800-584-6001 or go online at Cedars-Sinai.BeReady2Retire.com.

If you fail to designate how your account will be invested, the Committee has designated a default investment for the DC Plan. If you do not make a proper investment election, the Trustee will deposit contributions made to the DC Plan Trust on your behalf into the default investment. Even if your account is invested in the default investment, you have the continuing right to direct the investment of your account in one or more of the investment choices available to you.

Mutual funds charge an investment management fee, expressed as a percentage, which is deducted from the investment returns of the fund. These fees vary from fund to fund and are disclosed in the Voya Financial enrollment materials and website. For example, mutual fund A has an 8% investment gain for the year. Its investment management fee of 1% is subtracted from the 8% gain, resulting in a 7% net return of gain for the investor. The investment returns shown on your DC Plan statement are after all investment management fees are deducted.

The Committee, in reviewing and selecting investment funds for the DC Plan (other than the Self-Directed Brokerage Account, as explained in more detail below), takes into account a fund’s investment management fee.

INVESTMENT EDUCATION AND FINANCIAL PLANNING TOOLS

The onsite Voya financial professionals can provide basic investment education so you can select funds appropriate for your age, investment goals and risk tolerance. Schedule an appointment with one of the Voya financial professionals at 310-423-0974.

You can also use the Voya Financial website at Cedars-Sinai.BeReady2Retire.com to learn about investing—including personalized investment education through their Online Resource Center. The website also has online calculators and tools to help you with retirement and other financial planning.

MORE RESOURCES

To help you make informed choices, you will find the following information at Cedars-Sinai.BeReady2Retire.com:

- Online investment education materials and tools.
- Online financial planning materials and tools.

- Prospectuses or trust profiles, financial statements, annual operating expenses and other reports related to investment alternatives.
- A list of the underlying assets in each of the investment funds, the value of each holding, a description of all investments.
- Valuation and performance information (overall and individualized) and any transaction fees.

SELF-DIRECTED BROKERAGE ACCOUNT

As a supplemental investment option, the plan offers a self-directed brokerage account (SDBA) through Schwab. You are responsible for any investments you choose through the SDBA.

This program provides access to a wider range of mutual funds across the potential risk and reward spectrum—from aggressive international growth to conservative bond funds. Choose from several thousand mutual funds, including those from leading mutual fund families such as Fidelity, Janus, Vanguard and American Century. Some of these funds are available with no transaction fees.

To participate, you must have at least \$5,000 in your account and make an initial minimum deposit in the SDBA of \$2,500. The maximum that may be transferred to the SDBA is 50% of your total DC Plan account balance.

While participating in this program, you pay an annual \$50 maintenance fee (taken from your account) plus any applicable brokerage fees for buying and selling mutual funds that charge a transaction fee. Be sure to read the Schwab brochure and fee schedule for details about the program. These can be obtained at [Cedars-Sinai.BeReady2Retire.com](https://www.cedars-sinai.com/BeReady2Retire).

CHANGING INVESTMENTS

You may transfer money among investment options any time, subject to Voya Financial's Excessive Trading policy. The fastest way to make changes is online at [Cedars-Sinai.BeReady2Retire.com](https://www.cedars-sinai.com/BeReady2Retire) or by calling Voya Financial National Customer Service (interactive telephone system) at 800-584-6001.

Asset transfers usually take effect the next day, after the close of the New York Stock Exchange. Exceptions are described in the investment prospectus.

EXPENSES PAID BY CEDARS-SINAI

Cedars-Sinai pays other DC Plan-related expenses, such as:

- Retaining an investment consultant to support the Committee in reviewing and overseeing plan assets, fund performance and selection of new funds.
- Preparing communication materials for promoting the DC Plan, educating employees and announcing updates to the DC Plan or investment options.

While some employers pass along these types of costs to employees, Cedars-Sinai pays them as an added benefit to employees who participate in the DC Plan.

YOUR EXERCISE OF CONTROL OVER YOUR ACCOUNTS

As noted above, you may elect to invest your DC Plan accounts among the investment funds selected by the Committee or in an SDBA. The Committee has established rules for transferring all or a portion of your Plan account balances among the funds and changing your investments. Currently, transfers and investment changes may be made as often as daily through use of the telephone voice response system or through the internet. You will automatically receive a written confirmation of the transaction.

Currently, you are not charged any transaction fees or expenses as a result of your allocating your contributions from one investment fund under the DC Plan to another or from transferring from one investment fund to another.

Upon request to the Committee, you may receive additional information including the following, which will be based on the latest information available:

- A description of the annual operating expenses of each of the investment funds or investment choices offered under the Plan (e.g., investment management fees, Trustee fees,

- administrative fees and transaction costs), charged to your account as a percentage of average net assets.
- Copies of any prospectuses, financial statements and reports or other materials relating to the investment alternatives available under the DC Plan to the extent provided to the Committee.
 - A list of the assets comprised in the portfolio of each investment alternative, the value of each asset or the percentage of the investment alternative which it represents. For an asset which is a fixed rate investment contract, the name of the bank or insurance company issuing the contract, the term of the contract and the rate of return under the contract.
 - Current information about the value of the shares or units in designated investment alternatives offered under the DC Plan together with current investment performance information determined net of expenses.

- Information on the value of shares or units in designated investment alternatives held in your account.

The DC Plan is intended to be a plan described in Section 404(c) of ERISA and Title 29 of the Code of Federal Regulations Section 2550.404(c)-1. It is intended that the fiduciaries of the DC Plan (i.e., the Committee) will be relieved of liability for any loss occurring as the direct and necessary result of your investment instructions.

What you will ultimately receive under the DC Plan depends in great part on the investment performance of the assets of the DC Plan Trust.

WHEN YOU MAY TAKE YOUR ACCOUNT

You may request a distribution of your vested account balance at the following times:

- **After leaving Cedars-Sinai¹:** You may request that your vested account balance be distributed to you. If your employment ended because of your death, your beneficiary may request a distribution.
- **In-Service Withdrawals:** The DC Plan does not permit hardship withdrawals or loans. However, in-service withdrawals are permitted once you reach age 65.

YOUR BENEFIT UPON LEAVING CEDARS-SINAI¹

Your eligibility for contributions ends on the last day of your employment. You **must** be employed on the last day of the calendar quarter in order to receive a contribution for that quarter unless you terminate your employment on or after age 65 or die while an active participant. If you are less than 100% vested in your account, you will forfeit the nonvested portion of your account balance, unless you die or reach age 65 while an active participant (in which case your account becomes 100% vested).

PLAN BENEFITS ARE PORTABLE

Your vested account balance is portable. That means you can take it with you if you leave Cedars-Sinai¹.

- **If your vested account balance is more than \$7,000, you can leave your account balance in the DC Plan** and continue investing in the available funds and receive quarterly statements. Your money stays in the DC Plan until you request a distribution.

You can take your benefit any time after you leave Cedars-Sinai. Deferred distributions must begin by April 1 of the year following the year that you reach your Required Beginning Date (as defined below).

- **If your vested account balance is more than \$1,000 but not more than \$7,000, you cannot leave your account balance in the DC Plan.** Your vested account balance will be transferred automatically in a lump sum payment to a “default” Individual Retirement Arrangement (IRA) on your behalf unless you elect otherwise. You may instead elect to receive a payment made directly to you (with 20% federal income tax withholding taken) or to have your vested account balance directly rolled over to an IRA of your choice or to your new employer’s eligible retirement plan.

In the case of a rollover to a “default” IRA, the IRA custodian will invest the amount rolled over in a type of investment designed to preserve principal and provide a reasonable rate of return and liquidity. For example, it may be invested in an interest-bearing account, a certificate of deposit, a money market fund, or other stable value investment. The IRA custodian will charge your account for any expenses associated with the establishment and maintenance of the IRA, termination costs and surrender charges, and IRA investments, which

shall not exceed the fees and expenses charged by the IRA custodian for comparable IRAs established for reasons other than a default rollover distribution. You may transfer the IRA funds at any time to another IRA of your choice. If the Plan transfers your account balance to an IRA, any future distributions will be handled by the IRA custodian.

- **If your vested account balance equals or is less than \$1,000, you cannot leave your account balance in the DC Plan.** You may request a rollover to an Individual Retirement Arrangement (IRA) or Roth IRA or to another employer’s eligible retirement plan or a distribution paid directly to you. However, if you don’t request a rollover by the deadline in the distribution packet, Voya Financial will send you a check equal to your total vested account balance (valued as of the date of distribution), less the 20% mandatory withholding for federal income tax.

REQUIRED BEGINNING DATE

If you have retired and have postponed receipt of your benefits, you must begin receiving your benefits by your Required Beginning Date. Generally, your Required Beginning Date is April 1 of the calendar year following the calendar year in which you retire or reach the age shown in the chart below (based on your birth year), whichever is later.

Birth Year	Age
1950 or earlier	72*
1951-1959	73
1960 or later	75

* 70.5 if you turned 70.5 before Jan. 1, 2020

KEEPING TABS ON YOUR BENEFIT

If you leave your vested account balance in the DC Plan, keep your current address on file with Voya Financial and Cedars-Sinai so that you will continue to receive quarterly statements and other important information. When you’re ready to have your vested account distributed to you, contact Voya Financial.

APPLYING FOR BENEFITS

Where to apply

Contact: Voya Financial

Phone: 800-584-6001

Voya Financial will provide signature-ready distribution forms (based on information from your phone call) and details on your payment options as well as how each option is taxed.

If you are under age 65 when you request your distribution, Voya Financial will need to verify that your Cedars-Sinai¹ employment has ended before it can process your distribution. Once it has received confirmation of your termination date, your vested account balance will be rolled over (per your request) or paid out to you.

YOUR DISTRIBUTION OPTIONS

All benefits from the DC Plan are paid as a single lump sum, valued as of the date of distribution. You have the following options:

- Roll over your distribution to your Cedars-Sinai 403(b) Retirement Plan account, an Individual Retirement Arrangement (IRA) or Roth IRA or . to your new employer's retirement plan (if permitted by your new employer).
- Have your distribution paid directly to you, less the 20% mandatory withholding for federal income tax; if you are under age 59½, a 10% early withdrawal penalty tax may apply.

IF YOU DIE BEFORE YOUR ACCOUNT IS DISTRIBUTED

If you die as an active employee or before your account is distributed to you, your vested Plan account balance will be payable to the beneficiary that you have designated with Voya Financial for your DC Plan account.

PAYMENT OPTIONS

All benefits from the DC Plan are paid as a single lump sum, valued as of the date of distribution.

A beneficiary who is your spouse may have your account balance:

- Rolled over to an IRA or Roth IRA or to another employer's eligible retirement plan that will accept it.
- Paid directly to your spouse, subject to ordinary income taxes and withholding.

Any non-spouse beneficiary may have your account balance:

- Rolled over by a direct trustee-to-trustee transfer to an inherited IRA or Roth IRA (an inherited IRA or Roth IRA is established specifically for non-spouse beneficiary rollovers). A non-spouse beneficiary may not roll over a lump-sum death benefit that has been paid directly to them or to another type of IRA or retirement plan.
- Paid directly to your beneficiary, and subject to ordinary income taxes. Distributions to a non-spouse beneficiary paid in a lump sum are subject to a mandatory federal 20% withholding requirement.

WHEN THE BENEFIT WILL BE PAID

The benefit to be paid to your beneficiary will be distributed as soon as possible after your beneficiary requests a payment. Your beneficiary may defer distribution to a later date and leave the money in the DC Plan, but no longer than described below.

Generally, your remaining account balance must be distributed to designated beneficiaries within ten (10) years after your date of death. However, there are exceptions:

- First, designated beneficiaries who are Eligible Designated Beneficiaries (your surviving spouse, your minor child, disabled or chronically ill individuals, or other individuals not more than ten years younger than you) may take distributions of your remaining vested account balance over their life expectancy, beginning in the year following the year of your death (except if your

surviving spouse is your sole designated beneficiary, s/he may wait until you would have reached your Required Beginning Date (as defined earlier in this SPD).

- Second, if you do not have a designated beneficiary, your entire vested interest must be distributed by December 31 of the calendar year containing the fifth anniversary of your death.

BENEFICIARIES

You can update your beneficiary(ies) any time.* Go online to [Cedars-Sinai.BeReady2Retire.com](https://cedars-sinai.com/BeReady2Retire), sign in, click Personal Information, click Add/Edit Beneficiary in the menu to designate a beneficiary, or you may add or change your beneficiary designation.

If you name your spouse as your beneficiary and are later divorced, your beneficiary designation will be automatically revoked upon your divorce. For this reason, if you divorce, you should update your beneficiary designation. If you do not make another valid beneficiary designation after your divorce, any vested benefits will be paid as if you had no beneficiary designation on file, as described under "When no beneficiary is designated" below.

* Your spouse, by law, is automatically your DC Plan beneficiary. If you want to designate your spouse as your beneficiary or you are not married, you can designate your beneficiary online. If you are married and you want to designate a non-spouse beneficiary, your spouse must consent and you must submit a notarized designation.

When no beneficiary is designated

If you do not have a valid DC Plan beneficiary listed for your account at Voya Financial when you die (or if the person(s) you named are no longer living), your account will be paid in the following order:

- Your surviving spouse,
- Your descendants per stirpes (lawful issue and adopted),
- The beneficiary you named in the Cedars-Sinai 403(b) Retirement Plan, or
- Your estate.

BENEFIT CLAIMS AND APPEALS

BENEFIT APPLICATION AND APPEAL PROCEDURES

To apply for benefits, you must contact Voya Financial (the record keeper and Trustee), as listed in the table below. They will outline the procedure and provide the necessary forms. See the [Applying For Benefits](#) section of this summary for details about when benefits will be paid, how they will be paid, etc.

Contact ...

Voya Financial National Customer Service

Phone: 800-584-6001
Web: Cedars-Sinai.BeReady2Retire.com
Address: One Orange Way
Windsor, CT 06095

In most situations, receiving a benefit payment is a straightforward administrative process. Cedars-Sinai Medical Center (as [Plan Administrator](#)) has delegated responsibility for approving or denying (initial) benefit applications to Voya Financial (the “Claims Administrator”).

The DC Plan has established procedures in the event you apply for benefits and are notified that you’re not eligible, or if you are paid, but you believe the payment is incorrect.

If your benefit is denied in whole or in part, the Claims Administrator must explain the reason in writing. You can appeal that decision to the Plan Administrator by following the procedures in this section.

TIMEFRAME FOR INITIAL DECISION

When you apply for benefits, the Claims Administrator will process your application and will decide your claim. You will receive written notification of that decision within a reasonable period but no later than 90 days after the claim was filed (unless an extension of time is required due to special circumstances, in which case you will be notified in writing of the need for an extension, which will not exceed an additional 90 days).

If your application for benefits is denied in whole or in part, the denial notice will include:

- Specific reason(s) for the denial and references to plan provisions on which it is based.
- A description of any additional materials or information necessary for you to complete your application and an explanation of why the materials or information is necessary.
- An explanation of the steps you must take should you disagree with the denial and wish to have your benefit application reviewed again (including the time limits for filing an appeal) and a statement of your right to bring a civil action under the Employee Retirement Income Security Act of 1974 (ERISA), as amended, Section 502(a).

HOW TO FILE AN APPEAL

If you do not agree with the Claims Administrator’s decision about your DC Plan benefit, you may request that the Committee review your application. Send your request to:

Cedars-Sinai Defined Contribution Retirement Plans
Committee
c/o HR Employee Benefits Department
Cedars-Sinai
6500 Wilshire Blvd., 6th Floor
Los Angeles, CA 90048

Your written request for review must include a request for the Committee to review your application for benefits and may include:

- A summary of all the reasons you believe the benefits should be paid, including any documents, records or other information relevant to your claim, whether or not such matters were submitted or considered in the initial decision.
- Any issues, comments, records, documents or other information that you think are pertinent to your claims.

You may request to review and/or copy free of charge, pertinent DC Plan documents, records, and other information relevant to your claim.

DECISION ON APPEAL

The Committee will review your application fairly and fully and will decide on your claim within 60 days. If due to special circumstances the Committee needs additional time to decide, you will be notified about the reasons it needs the extension and the date it expects to make a decision. It will be no longer than an additional 60 days. The review will consider all comments, documents, records and other information you submitted, without regard to whether that information was submitted or considered in the initial benefit determination.

If the Committee denies your claim, it will send you a written notice stating:

- Specific reason(s) for the denial and references to plan provisions on which it is based.
- That, upon request, you will be provided reasonable access to all documents, records and other information relevant to your claim, free of charge.
- A statement regarding your rights to bring an action under ERISA Section 502(a).

The Committee has full discretionary power and authority to interpret the plan document and rules, to determine questions of eligibility, vesting and entitlements and to make findings of fact about all claims for benefits. To the extent permitted by law, the decision of the Committee will be final and binding on all parties, except to the extent that a court of competent jurisdiction finds an abuse of discretion.

TIME LIMITS ON LEGAL ACTIONS AGAINST THE PLAN

You must timely exhaust your administrative remedies described above before filing a lawsuit against the DC Plan. If you decide to file a lawsuit after exhausting the DC Plan's

administrative remedies, you must do so within three years of the day when you knew or should have known of the facts giving rise to the claim. Your time to file a claim may start running earlier if there has been a clear repudiation or denial of the claim by the Employer, the Claims Administrator, the Plan Administrator, Committee or their agent.

TAXES ON BENEFITS

In most situations, your vested benefits in the DC Plan are exempt from taxation until you take the money from the DC Plan. When you receive a distribution from the DC Plan, the payment is taxable at normal federal income (and state) tax rates. In addition, if you are under age 59½ and receive a distribution, you may owe an additional 10% early withdrawal penalty tax.

This section highlights only the main points about federal taxes on distributions in effect when this summary was published. When you apply for your benefit, you'll receive a special Tax Notice Regarding Plan Payments with more information.

Remember that state income tax laws are not the same as federal income tax laws, so you should check the tax laws of your state. Cedars-Sinai (and its employees) cannot give you income tax advice. You should obtain professional tax advice before arranging to receive a distribution from the DC Plan.

LUMP SUMS AND MANDATORY WITHHOLDING

When you receive a lump sum distribution, federal law requires that 20% of the distribution (if that distribution is an eligible rollover distribution that you do not roll into a qualified plan or IRA) be withheld to cover your federal income tax liability. The 20% is remitted to the U.S. Treasury to be credited against your federal income tax liability. The tax you actually owe could be either greater than or less than the 20% withheld. If you live in a state that has an income tax, the plan may withhold an additional amount to cover the state income tax.

This 20% federal withholding is mandatory, unless you roll your distribution to:

- Another employer-sponsored qualified plan (including a 401(k) or 403(b) plan)
- IRA
- Government 457(b) plan
- Roth IRA

Despite the above, a non-spouse beneficiary may only roll over a distribution to an inherited IRA or Roth IRA.

ROLL OVER YOUR DISTRIBUTION

If you roll over your distribution to another employer's eligible retirement plan or a traditional IRA, you may continue to defer income taxes and avoid paying the withdrawal

penalty tax. There are generally two ways to roll over your benefit:

- **Direct Rollover.** You may directly roll over all or a portion of your vested account balance that is an eligible rollover distribution (generally a distribution that is not a periodic payment or a required distribution from the DC Plan). A direct rollover is paid directly from the DC Plan to an IRA or to another employer's plan that accepts rollovers. If you choose a direct rollover, the mandatory 20% federal income tax withholding doesn't apply. If your direct rollover is to a traditional IRA or another employer's plan, you are not taxed on the amount rolled over until you withdraw it from the traditional IRA or other employer plan.
- **60-Day Rollover.** If you have an eligible rollover distribution paid directly to you instead of having it paid directly to an IRA or Roth IRA or to another employer's plan, you still have the option to roll over all or a portion of it. However, you must make the rollover within 60 days of the date you received the distribution. The portion of your distribution that is rolled over to a traditional IRA or another employer's plan will not be taxed until you withdraw it from the IRA or the other employer's plan.

If you choose this option, a mandatory 20% federal income tax withholding applies to your distribution. However, if you decide within the 60-day period to roll over 100% of your rollover distribution, you have the option of adding an out of pocket amount equal to the mandatory 20% that was withheld from your eligible rollover distribution.

Despite the above, if you roll over your distribution to a Roth IRA, the rollover amount will be taxable income the year of the rollover. Distributions from a Roth IRA (including any investment earnings) will be tax free if certain requirements are met.

EARLY WITHDRAWAL PENALTY TAX

Your vested account balance will be subject to an additional 10% tax unless one or more of the following situations applies to your distribution:

- You roll over your vested account, as previously described.
- You have attained age 59½ at the time of the payout.
- You leave Cedars-Sinai¹ because of a disability.

- Your account is paid to your beneficiary because of your death.
- It was used to pay for deductible medical expenses (medical expenses are generally deductible if they exceed 7.5% of your adjusted gross income).
- The distribution is made to an alternate payee under a QDRO (Qualified Domestic Relations Order) related to a divorce settlement.
- It was paid directly to the government for an IRS levy.

CYBERSECURITY

The Plan takes measures to keep your account secure from cyberattacks and other fraud. However, as with any online activity, there are cybersecurity risks. To reduce the chance of fraud or loss to your Plan account, follow the [online security tips](#) from the U.S. Department of Labor, including:

- Register, set-up and routinely monitor your online account
- Use strong and unique passwords
- Use multi-factor authentication
- Keep personal contact information current
- Close or delete unused accounts
- Be wary of free wi-fi
- Beware of phishing attacks
- Use antivirus software and keep apps and software current
- Know how to report identify theft and cybersecurity incidents

LEGAL AND ERISA INFORMATION

Under the Employee Retirement Income Security Act of 1974, as amended (ERISA), you are entitled to certain information about your benefits. This section includes:

- A summary of your rights under ERISA.
- Other information required by ERISA.
- Additional legal information that affects your benefits and your rights to benefits.

Administrative Information

Plan Name	Type of Plan	Trustee	Plan Year	Plan Number
Cedars-Sinai Defined Contribution Retirement Plan (DC Plan)	Defined Contribution Retirement Plan	Voya Financial One Orange Way Windsor, CT 06095 800-584-6001	Jan. 1–Dec. 31	002

Plan Sponsor

The DC Plan is sponsored by:

Cedars-Sinai Medical Center
8700 Beverly Blvd.
Los Angeles, CA 90048
310-248-9935

Cedars-Sinai Medical Center files required plan information with the Internal Revenue Service and the Department of Labor. If you write to either agency, specify the Employer Identification Number and Plan Identification Number:

- Employer Identification Number—95-1644600
- Plan Identification Number—002

Participating Employers

The following Cedars-Sinai-affiliated organizations are participating employers in the DC Plan:

Cedars-Sinai Medical Care Foundation
200 N. Robertson Blvd., Suite 107
Beverly Hills, CA 90211

Cedars-Sinai Marina Hospital
4640 Admiralty Way, Suite 650
Marina del Rey CA 90292

Effective Date

This SPD describes the terms of the DC Plan generally as of January 1, 2024, except as otherwise described.

Named Fiduciaries

The Committee is the named fiduciary of the DC Plan within the meaning of ERISA.

Administration

The Cedars-Sinai HR Employee Benefits Department handles administrative tasks on a day-to-day basis with the assistance of Voya Financial.

Plan Administrator

The Committee is the Plan Administrator. You may contact the Plan Administrator at this address:

Plan Administrator
c/o HR Employee Benefits Department
Cedars-Sinai

6500 Wilshire Blvd., 6th Floor
Los Angeles, CA 90048
310-248-9935

Legal process may be served on the Plan Administrator.

Agent for Legal Service

If you wish to take legal action against the DC Plan, you may have legal process served on:

Attention: HR Employee Benefits Department
and General Counsel
Cedars-Sinai
6500 Wilshire Blvd., 6th Floor
Los Angeles, CA 90048

How the Plan Is Administered

The Plan Administrator has the exclusive authority to control and manage plan operation and administration. The Plan Administrator may designate others to carry out any duty or power that would otherwise be a responsibility of the plan under the DC Plan. The Cedars-Sinai Board has delegated plan administration to the Committee, which has delegated day-to-day administration to the Executive Director, Total Rewards. In addition, the Plan Administrator may retain actuaries, accountants, consultants, third-party administration service providers, legal counsel or other specialists, as it may deem appropriate and necessary for administration. The Plan Administrator also has the authority to allocate or delegate its responsibilities.

The Plan Administrator or its designee has the exclusive power, right and authority, in its discretion, to:

- Determine whether you are eligible to be covered in the DC Plan or determine if you or your beneficiary is eligible for a benefit.
- Interpret the DC Plan and any other writings that affect the establishment or operation of the DC Plan, both as to legal importance and as to the application of the provisions of any such documents to the facts of a particular claim for benefits.
- Decide all matters arising under the DC Plan, including the right to remedy possible ambiguities, inconsistencies or omissions.
- Make factual findings and decide conclusively all questions regarding any claim for benefits under the DC Plan.

All determinations by the Plan Administrator with respect to any matter relating to the DC Plan are conclusive and binding on all persons.

Discretionary Authority

In exercising discretionary powers under the DC Plan, the Plan Administrator, and any designees (which include any administrator, record keeper or Trustee as claims fiduciary, etc.) have the broadest discretion permissible under ERISA and any other applicable laws to interpret unclear statements, and their decisions constitute final review of your claim. Benefits under the DC Plan are paid only if the Plan Administrator (or its designee) decides, in its discretion, that you are entitled to benefits or claims payment.

Amendment and Termination of the Plan

Cedars-Sinai has the exclusive power, right and authority, in its discretion, to amend and/or terminate the DC Plan in any and all respects anytime for any reason. In addition, the Senior Vice President and Chief Human Resources Officer (or equivalent), the Chief Financial Officer, or any authorized officers may adopt amendments to the plan.

Vesting and Distribution of Assets upon Plan Termination or Partial Plan Termination

If the DC Plan is terminated or partially terminated, all affected plan participants will become fully vested as of the termination or partial termination date, regardless of their length of service at that time. DC Plan accounts would be distributed to plan participants or to their beneficiary(ies). No portion of the Plan assets will be returned to Cedars-Sinai.

Plan Funding and Trustee

Participating employers currently pay all of the contributions to the DC Plan but reserve the right to change funding in the future. All contributions to the DC Plan are held by Voya Financial as the Plan Trustee pursuant to the terms of the Plan's Trust Agreement. The funds received by the Trustee are used exclusively for the benefit of you and your beneficiary(ies) and are invested according to your instructions. The Trustee is required, by law, to act in good faith for the best interest of you and your beneficiary(ies).

Financial Records of the Plan

Cedars-Sinai keeps financial records for the year on a plan year basis, Jan. 1 to Dec. 31, for the DC Plan.

Loss or Reduction of Benefits

These situations could cause your benefit to be lost or reduced:

- If your pay or contributions exceed IRS limits, Cedars-Sinai's contributions may be limited.
- If your Cedars-Sinai¹ employment ends before you are 100% vested, you forfeit the non-vested portion.
- Your accounts share in the investment gains and losses of money in the Trust fund.
- If you are the subject of a Qualified Domestic Relations Order (QDRO), all or a portion of your benefit could be assigned to another, as described under Assignment of Benefits and QDROs below.
- The DC Plan is a tax-qualified retirement plan. This means that by observing certain rules, Cedars-Sinai and participants receive tax savings and tax deferral. Should the DC Plan lose its tax-qualified status, you, in turn, could lose some or all of the tax-deferred benefits.
- You fail to keep Cedars-Sinai or Voya Financial updated if you change your address, and the Plan Administrator is unable to locate you.

Additionally, the Plan may reduce your Plan benefits in certain situations, such as:

- If you are found liable for any action that adversely affects the Plan, the Plan Administrator can offset your benefits by the amount that you are ordered or required by a court to pay the Plan. All or a portion of your benefits may be used to satisfy any such obligation to the Plan.
- Under the Mandatory Victims Restitution Act, your Plan account may be garnished to pay restitution if you have been convicted of a crime.
- The federal government is able to use your interest in the Plan to enforce a federal tax levy and to collect a judgment resulting from an unpaid tax assessment.

Assignment of Benefits and QDROs

Generally, your DC Plan account cannot be assigned to another person. It cannot be sold or used as collateral for a loan and, in most cases, your creditors cannot attach, garnish or otherwise interfere with your DC Plan account.

However, the DC Plan may be legally required to recognize obligations you are liable for as a result of a domestic relations order (DRO) that is determined to be a Qualified Domestic Relations Order (QDRO). Upon receipt of a DRO by the DC Plan, some or all of your DC Plan account could be

assigned to another person, such as a former spouse or a dependent if the DRO is determined to be a QDRO. The Plan Administrator or its delegate will determine if a DRO it receives is qualified.

The Willis Towers Watson QDRO Service Center is the DC Plan's resource for all questions relating to QDROs. Contact the Service Center at 855-481-2661 for questions or for a free copy of the DC Plan's QDRO procedures or to obtain a model QDRO to share with your attorney.

Pension Benefit Guaranty Corporation

As this is a defined contribution plan with no guarantee of specific benefits at any particular time, benefits under the plan are not insured by the Pension Benefit Guaranty Corporation (PBGC) should the DC Plan terminate anytime.

Military Leave Rights

Federal law gives you certain rights if you leave Cedars-Sinai to serve in any of the United States uniformed services, for active duty or training. To qualify for these rights, you must give Cedars-Sinai advance written or verbal notice of your upcoming leave for military service and you must report back to work within a specified time following the end of your military service, depending upon the length of your military service. If you satisfy USERRA requirements, when you return to Cedars-Sinai¹ employment you may be able to receive DC Plan contributions from Cedars-Sinai for that period.

When you return to the employment of an employer who has adopted the DC Plan, your benefits will be reinstated as though you were never gone. Generally, a maximum of five years of military service will receive this treatment, unless service is extended due to a national emergency.

If you die or become disabled while performing qualified military service, your beneficiary will be entitled to the same benefits under the DC Plan that they would have been entitled to had you returned to employment within the period required by law and then died or become disabled.

Any differential military wage payments received from an employer who has adopted the DC Plan will be included as pay for the purposes of employer contributions. Contact your Human Resources Representative if you need more information about USERRA.

Top Heavy Provisions

Federal regulations ensure that contributions made to the DC Plan do not favor a select group of employees, known as key employees. If more than 60% of a plan's account

balances are to be paid to key employees, the plan is considered top heavy. Although it is not expected that the DC Plan will ever be top heavy, if it does become top heavy, your vesting in the DC Plan may be accelerated and you may be entitled to certain minimum contributions.

Mergers, Consolidations or Transfers

If the DC Plan is ever merged or consolidated or plan assets are ever transferred to another plan, your benefits are protected. Your benefits under the new plan, if that plan were to terminate immediately after the change, would be at least as much as the amount you would be entitled to receive if the old plan had terminated immediately before the merger, consolidation or transfer.

Your ERISA Rights

As a participant in the DC Plan you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974, as amended (ERISA). ERISA provides that all DC Plan participants are entitled to:

Receive Information About Your Plan and Benefits

- Examine, without charge, at the Plan Administrator's office and at other specified locations, such as worksites and union halls, all documents governing the DC Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The administrator may make a reasonable charge for the copies.
- Receive a summary of the DC Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.
- Obtain a statement telling you whether you have a right to receive a benefit under the DC Plan. If you stop working now. If you do not have a right to a benefit, the statement will tell you how many more years you have to work to get a right to a benefit (become vested). This statement must be requested in writing and shall be furnished to the extent required by ERISA. The DC Plan must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for DC Plan participants, ERISA imposes duties upon the people who are responsible for operation of the employee benefit plan. The people who operate the DC Plan, called fiduciaries of the DC Plan, have a duty to do so prudently and in the interest of you and other DC Plan participants and beneficiaries. No one, including your employer, your union or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day from the 31st day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator.

If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court after exhausting the DC Plan's claims and appeal procedures. In addition, if you disagree with the DC Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court.

If it should happen that plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance With Your Questions

If you have any questions about your retirement benefits, ask the appropriate person or organization listed under Benefit Resources at the beginning of this document.

If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from Cedars-Sinai, contact the nearest office of the Employee Benefits Security Administration, U.S. Dept. of Labor, listed in your telephone directory or:

Division of Technical Assistance and Inquiries
Employee Benefits Security Administration
Department of Labor
200 Constitution Ave. N.W.
Washington, DC 20210

If you are in Los Angeles, the regional office is:

Employee Benefits Security Administration
Los Angeles Regional Office
35 N. Lake Avenue, Suite 300
Pasadena, CA 91101

Phone: 626-229-1000 Fax: 626-229-1098

You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at 866-444-EBSA (3272).

¹ Unless you are 65 years old, you cannot take a distribution from the Plan if you are employed by any of the following: Cedars-Sinai Medical Center, Cedars-Sinai Marina Hospital, Cedars-Sinai

Medical Care Foundation, Torrance Memorial Hospital and any entity treated as an affiliate under the Internal Revenue Code.