Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2022

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
COMMONSPIRIT HEALTH ERISA RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 05/01/1962

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
CHI ST. LUKE'S HEALTH

PO BOX 20269, MC 4-159
HOUSTON, TX 77225-0269

2b Employer Identification Number (EIN) 76-0536232

2c Plan Sponsor's telephone number 832-355-4717

2d Business code (see instructions) 622000

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/16/2023	LIZ MECKENSTOCK
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

COMMONSPIRIT HEALTH

185 BERRY ST, SUITE 200
SAN FRANCISCO, CA 94107

3b Administrator's EIN: 47-0617373

3c Administrator's telephone number: 415-438-5758

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:
a Sponsor's name
c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	10152
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	2483
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	2221
b	Retired or separated participants receiving benefits	**6b**	2104
c	Other retired or separated participants entitled to future benefits	**6c**	4994
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	9319
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	324
f	Total. Add lines **6d** and **6e**.	**6f**	9643
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1A 1C 1I

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)

(1)	☐	Insurance
(2)	☐	Code section 412(e)(3) insurance contracts
(3)	☒	Trust
(4)	☐	General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

(1)	☐	Insurance
(2)	☐	Code section 412(e)(3) insurance contracts
(3)	☒	Trust
(4)	☐	General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

(1)	☒	**R** (Retirement Plan Information)
(2)	☐	**MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3)	☒	**SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

(1)	☒		**H** (Financial Information)
(2)	☐		**I** (Financial Information – Small Plan)
(3)	☐	0	**A** (Insurance Information)
(4)	☒		**C** (Service Provider Information)
(5)	☒		**D** (DFE/Participating Plan Information)
(6)	☐		**G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
COMMONSPIRIT HEALTH ERISA RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
CHI ST. LUKE'S HEALTH

D Employer Identification Number (EIN)
76-0536232

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2022

2 Assets:

a Market value	2a	657447123
b Actuarial value	2b	657447123

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	2228	194177484	194177484
b For terminated vested participants	5444	164622431	164622431
c For active participants	2483	119805978	120457765
d Total	10155	478605893	479257680

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	4a	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	

5 Effective interest rate	5	5.31 %
6 Target normal cost		
a Present value of current plan year accruals	6a	0
b Expected plan-related expenses	6b	3151837
c Total (line 6a + line 6b)	6c	3151837

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary — Date: 09/27/2023

MICHAEL S ERAZMUS — Type or print name of actuary

23-06431 — Most recent enrollment number

WILLIS TOWERS WATSON US LLC — Firm name

312-525-2500 — Telephone number (including area code)

233 SOUTH WACKER DRIVE
SUITE 1800
CHICAGO, IL 60606

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	33581619	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	33581619	0
10	Interest on line 9 using prior year's actual return of -1.91 %	-688423	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 4.85 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	33248573	0

Part III Funding Percentages

14	Funding target attainment percentage	14	130.24 %
15	Adjusted funding target attainment percentage	15	137.18 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	146.04 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date.	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 4.75 %	2nd segment: 5.18 %	3rd segment: 5.92 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	3151837
b Excess assets, if applicable, but not greater than line 31a	**31b**	3151837

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	0

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☐ 2021

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2022** **This Form is Open to Public Inspection.**

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
COMMONSPIRIT HEALTH ERISA RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CHI ST. LUKE'S HEALTH

D Employer Identification Number (EIN)
76-0536232

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

BLACKROCK INST. TRUST COMPANY

94-3112180

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY

04-2882358

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 50	NONE	997853	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

BLACKROCK INST. TRUST COMPANY

94-3112180

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	995218	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

WILLIS TOWERS WATSON

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	541366	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	125563	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

POLSINELLI

43-1064260

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	88033	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

ERNST & YOUNG LLP

34-6565596

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	26150	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

SHERRY OTTE

27-1459442

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
17 50	NONE	17599	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
COMMONSPIRIT HEALTH ERISA RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
CHI ST. LUKE'S HEALTH

D Employer Identification Number (EIN)
76-0536232

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: INTERMEDIATE DURATION CORP CR SCREE

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
82-2229248-001	C	262394625

a Name of MTIA, CCT, PSA, or 103-12 IE: LONG DURATION CORP CR SCREEN NL

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
27-4520291-001	C	150544843

a Name of MTIA, CCT, PSA, or 103-12 IE: SHORT-TERM INVESTMENT FUND

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
94-6450621-001	C	18612775

a Name of MTIA, CCT, PSA, or 103-12 IE: CF BLACKROCK INTERMEDIATE GOVERNME

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
94-3118548-001	C	68479010

a Name of MTIA, CCT, PSA, or 103-12 IE: MSCI ACWI EQT INDEX NON-LENDAB

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
45-1743707-001	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: TREAS US 15 YR KEY RATE DURATION NL

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
45-3856099-001	C	3985186

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
COMMONSPIRIT HEALTH ERISA RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CHI ST. LUKE'S HEALTH

D Employer Identification Number (EIN)
76-0536232

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	7073885	2026164
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	10077295	20397496
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	33527928	5040111
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	619779831	504016439
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	670458939	531480210
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	0	7948983
i Acquisition indebtedness	1i		
j Other liabilities	1j	13016420	11195000
k Total liabilities (add all amounts in lines 1g through1j)	1k	13016420	19143983
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	657442519	512336227

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	111539	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	-256	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		111283
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	17839	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		17839

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		-98940392
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		-2646813
d Total income. Add all **income** amounts in column (b) and enter total	2d		-101458083
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	39959509	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		39959509
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)	784652	
(2) Contract administrator fees	2i(2)	997853	
(3) Investment advisory and management fees	2i(3)	995218	
(4) Other	2i(4)	910977	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		3688700
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		43648209
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-145106292
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: ERNST & YOUNG LLP **(2)** EIN: 34-6565596

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	

		Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		50000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 477299.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
COMMONSPIRIT HEALTH ERISA RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CHI ST. LUKE'S HEALTH

D Employer Identification Number (EIN)
76-0536232

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 13-5160382

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 418

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ Yes ☒ No ☐ N/A

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ Yes ☐ No ☐ N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ Yes ☐ No ☒ N/A

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☒ Increase ☐ Decrease ☐ Both ☐ No

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ Yes ☐ No

11 **a** Does the ESOP hold any preferred stock? ..... ☐ Yes ☐ No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ Yes ☐ No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ Yes ☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
Stock: 5.0 % Investment-Grade Debt: 95.0 % High-Yield Debt: 0.0 % Real Estate: 0.0 % Other: 0.0 %

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☒ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation_____

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

CommonSpirit Health ERISA Retirement Plan
(formerly St. Luke's Health System Retirement Plan)
Years Ended December 31, 2022 (in Liquidation) and 2021 (Ongoing)
With Report of Independent Auditors

Ernst & Young LLP

CommonSpirit Health ERISA Retirement Plan
(formerly St. Luke's Health System Retirement Plan)

Financial Statements and Supplemental Schedules

Years Ended December 31, 2022 (in Liquidation) and 2021 (Ongoing)

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Report of Independent Auditors

The Plan Administrator
CommonSpirit Health ERISA Retirement Plan
(formerly St. Luke's Health System Retirement Plan)

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed an audit of the financial statements of the CommonSpirit Health ERISA Retirement Plan (formerly St. Luke's Health System Retirement Plan) (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 (in liquidation) and 2021 (going concern), and the related statements of changes in net assets available for benefits for the year ended December 31, 2022 (in liquidation) and 2021 (going concern), and the related notes (collectively referred to as the "financial statements").

Management, having determined it is permissible in the circumstances, has elected to have the audits of the financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2022 (in liquidation) and 2021 (going concern), and for the years ended December 31, 2022 (in liquidation) and 2021 (going concern), stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Adoption of Liquidation Basis of Accounting

As discussed in Note 1 to the financial statements, the governing body of the Plan approved a plan of liquidation on November 17, 2021, and management determined liquidation is imminent. As a result, the Plan changed its basis of accounting for the year ended 2022 from the going concern basis to a liquidation basis. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is

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not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

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Other Matter

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2022, and reportable transactions for the year then ended (referred to as the "supplemental schedules"), are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Ernst & Young LLP

October 16, 2023

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CommonSpirit Health ERISA Retirement Plan
(formerly St. Luke's Health System Retirement Plan)

Statements of Net Assets Available for Benefits

	December 31	
	2022	**2021**
	(In Liquidation)	*(Ongoing)*
Assets		
Non-interest-bearing cash	**$ 2,026,164**	$ 7,073,885
Receivables:		
Pending sales	**15,078,000**	10,077,198
Accrued income	**17,326**	97
Accrued interest expected to be earned in liquidation	**5,302,170**	–
Total receivables	**20,397,496**	10,077,295
Investments, at fair value:		
Common collective trust	**504,016,439**	619,779,831
Interest-bearing cash	**5,040,111**	33,527,928
Total investments	**509,056,550**	653,307,759
Total assets	**531,480,210**	670,458,939
Liabilities		
Pending purchases	**(1,195,000)**	(13,016,420)
Other payables	**(10,000,000)**	–
Accrued expenses expected to be incurred in liquidation	**(7,948,983)**	–
Total liabilities	**(19,143,983)**	(13,016,420)
Net assets available for benefits	**$ 512,336,227**	$ 657,442,519

See accompanying notes.

CommonSpirit Health ERISA Retirement Plan
(formerly St. Luke's Health System Retirement Plan)

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31	
	2022	**2021**
	(In Liquidation)	*(Ongoing)*
Additions to (deductions from) net assets attributed to:		
Investment income (loss):		
Interest and dividends	**$ 353,868**	$ 1,185,033
Net depreciation in fair value of investments	**(99,165,138)**	(6,292,680)
Total investment loss	**(98,811,270)**	(5,107,647)
Transfer into the Plan *(Note 1)*	**–**	423,413,715
Benefits paid to participants	**(39,959,509)**	(15,936,035)
Administrative expenses	**(3,688,700)**	(1,403,168)
Net (decrease) increase	**(142,459,479)**	400,966,865
Adjustment to liquidation basis	**(2,646,813)**	–
Net assets available for benefits at:		
Beginning of year	**657,442,519**	256,475,654
End of year	**$ 512,336,227**	$ 657,442,519

See accompanying notes.

CommonSpirit Health ERISA Retirement Plan
(formerly St. Luke's Health System Retirement Plan)

Notes to Financial Statements

December 31, 2022

1. Description of the Plan

The following description of the CommonSpirit Health ERISA Retirement Plan, formerly the St. Luke's Health System Retirement Plan (St. Luke's Plan) provides only general information. Additional information about vesting and benefit provisions and the benefit guarantee of the Pension Benefit Guaranty Corporation (PBGC) is contained in the plan document and summary plan description, which are available from the plan administrator.

General

Effective December 20, 2021, the Retirement Plan for Employees of Memorial Health System of East Texas (Memorial Plan), the Jewish Hospital & St. Mary's Healthcare Pension Plan (Jewish Plan), the Retirement Plan for Employees of Trinity East (Trinity Plan), and the Retirement Plan for Employees of Harrison Memorial Hospital (Harrison Plan) merged into the St. Luke's Plan, which was subsequently renamed CommonSpirit Health ERISA Retirement Plan (ERISA Plan). Net assets amounting to $423,413,715 were transferred into the ERISA Plan in connection with these four mergers. ERISA Plan was amended and restated to incorporate the provisions of these four merging plans effective December 20, 2021. ERISA Plan is a defined benefit pension plan covering eligible employees of CHI St. Luke's Health System Corporation and its affiliated companies and eligible employees of Memorial Health System of East Texas; Jewish Hospital & St. Mary's HealthCare, Inc.; Trinity Health System; and Harrison Medical Center. CHI St. Luke's Health System Corporation is ERISA Plan's sponsor (the Plan Sponsor). CommonSpirit Health is ERISA Plan's administrator. ERISA Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Administration of ERISA Plan

At its November 2019 meeting, the CommonSpirit Health Human Resources and Compensation Committee of the Board of Stewardship Trustees approved the Charter for the CommonSpirit Health Retirement Plan Sub-Committee (the Sub-Committee) delegating plan administrative oversight to the Sub-Committee. The Sub-Committee has overall responsibility for the operation and administration of ERISA Plan. The Sub-Committee had overall responsibility for the four merged plans until December 20, 2021. After the merger of Catholic Health Initiatives (CHI) with Dignity Health in February 2019, the CommonSpirit Health Investment Committee was created, which directly reports to the Board of Stewardship Trustees. The CommonSpirit Health Investment Committee determines the appropriateness of ERISA Plan's investment offerings and monitors investment performance.

1. Description of the Plan (continued)

In April 2013, the Episcopal Diocese of Texas signed a definitive agreement for the transfer of St. Luke's Health System to CHI. The transaction was completed on May 31, 2013. Beginning in October 2013, St. Luke's Plan transferred a portion of its investments to the Catholic Health Initiatives Master Trust (CHI Master Trust). In connection with this transfer, The Bank of New York Mellon (BNY Mellon), which also served as trustee of the CHI Master Trust, became the trustee of St. Luke's Plan.

Effective May 1, 2020, the trustee of St. Luke's Plan was changed from BNY Mellon to The Northern Trust Company, and on October 19, 2020, the CHI Master Trust was renamed the CommonSpirit Health Retirement Master Trust (CSH Master Trust).

On November 2, 2020, St. Luke's Plan withdrew its participation in the CSH Master Trust and established its own stand-alone trust solely comprising the assets of St. Luke's Plan. St. Luke's Plan's share in the CSH Master Trust was liquidated in November 2020 and cash proceeds used to acquire common collective trusts. Memorial Plan, Jewish Plan, Trinity Plan and Harrison Plan participated in the CSH Master Trust until November 2020, when their share in the CSH Master Trust were liquidated and cash proceeds were used to acquire common collective trusts.

Funding Policy

There are no contributions made to ERISA Plan by participants. The Plan Sponsor's policy is to fund ERISA Plan in amounts sufficient to satisfy the funding requirements of ERISA. The contribution necessary to fund ERISA Plan was determined by Willis Towers Watson, ERISA Plan's actuary. There were no contribution required for the 2022 or 2021 plan years. ERISA Plan has met the minimum funding requirements established by the federal government.

Plan Termination

On September 14, 2021, the Human Resources and Compensation Committee of CommonSpirit Health voted to merge Memorial Plan, Jewish Plan, Trinity Plan, and Harrison Plan into St. Luke's Plan and then subsequently terminate the resulting merged plan effective at a date determined by the Chief Human Resources Officer or the Senior Vice President, Benefits. On November 17, 2021, the Executive Committee of the Board of Directors of CHI St. Luke's Health System Corporation passed the resolution to authorize the termination of the merged plan. On July 15,

1. Description of the Plan (continued)

2022, the resolution was passed to terminate the merged plan, subsequently renamed as ERISA Plan, with the effective date as August 31, 2022. The Plan Sponsor submitted an application for determination for terminating ERISA Plan to the Internal Revenue Service (IRS) on July 15, 2022, and received a determination letter from the IRS dated July 6, 2023, confirming that the plan termination did not affect its federal tax qualification. A notice of Intent to Terminate was distributed to all plan participants in February 2023. ERISA Plan sent notice to the PBGC in February 2023 and received no comments within the 60-day window. As a result, the Plan Sponsor determined that plan termination was imminent by December 31, 2022. As of the date the financial statements were available to be issued, assets of ERISA Plan have not yet been liquidated.

ERISA Plan has estimated $5.2 million in interest income during the liquidation period, which has been included as accrued interest expected to be earned in liquidation on the accompanying statement of net assets available for benefits. ERISA Plan estimated and accrued costs for expenses that it expects to incur through the end of the liquidation, primarily for termination and other administrative expenses paid to custodial, actuarial, and other professional services associated with the liquidation. The estimated $7.9 million of expenses expected to be incurred in liquidation have been included in accrued expenses expected to be incurred in liquidation on the accompanying statement of net assets available for benefits.

ERISA Plan offered a lump-sum window for all participants from July 17, 2023 until August 31, 2023. ERISA Plan anticipates approximately $154 million to be paid out to participants who elected this form of payment during this lump-sum window. The payments will be made to the participants on November 2, 2023. The retirement benefits paid to participants from January 2023 until October 2023 were approximately $33.2 million. During 2023, ERISA Plan is going through a bid process to identify a suitable third-party insurer, to be selected on October 25, 2023 and will transfer the annuity liability for a premium amount of approximately $335 million on November 1, 2023, to the selected third-party insurer. This is expected to settle ERISA Plan obligations. ERISA Plan is projecting to have sufficient assets to settle all obligations and no additional contributions are needed for ERISA Plan. ERISA Plan is expected to be fully liquidated in the first quarter of 2024.

1. Description of the Plan (continued)

Pension Benefits, Eligibility and Vesting

ERISA Plan incorporated the relevant provisions of the four merged plans on December 20, 2021. Each plan had different characteristics.

St. Luke's Plan was a noncontributory, cash balance, defined benefit plan and provided for scheduled pension benefits to begin at the later of the normal retirement age of 65 or completion of five years of plan participation, but not later than the age of 70 1/2. A participant had the option to elect early retirement with reduced benefits at the age of 55, with ten years of credited service for vesting purposes. Participants were able to receive benefits due to death or disability.

A participant became vested in St. Luke's Plan after a period of three years of credited service. A participant's credited service was calculated from the date of the participant's commencement of employment through the earlier of either his or her normal retirement date or the date of his or her termination of employment. A participant whose employment was terminated prior to qualifying for either a death, disability, retirement, or severance benefit under the terms and provisions of St. Luke's Plan ceased to participate in St. Luke's Plan and was entitled to no benefits under St. Luke's Plan.

Effective December 31, 2017, St. Luke's Plan was amended to fully vest the accounts of all participants who were actively employed by the CHI St. Luke's Health System Corporation and its affiliated companies as of December 31, 2017, and to change the method under which hours of service were credited under St. Luke's Plan to use the elapsed time method.

Effective October 1, 2015, St. Luke's Plan was frozen to new participants. Effective December 31, 2015, St. Luke's Plan was frozen for future benefit accruals.

Memorial Plan was a noncontributory, defined benefit plan. On termination of service, a participant under the normal form of benefits received monthly income for life, a qualified joint and contingent benefit for married employees, or a lump-sum distribution if the lump-sum value of the benefit was less than $5,000. Employees were eligible for early retirement if the participant had attained age 55 and completed 15 years of credited service. Upon the death of a participant, his or her beneficiary received a monthly retirement income, payable for life thereafter beginning on the first day of the month coincident with or next following the date of death. Upon total and permanent disability of a participant, he or she was entitled to a monthly income, payable for life.

1. Description of the Plan (continued)

Vesting service was equal to the total period of elapsed time, computed in years and days, from the first date of employment until the normal retirement date or the date of termination of employment, if earlier, less that portion of any absence that was in excess of 12 months. A participant's initial vesting date at 100% was the earlier of (a) the date the participant has completed five years of vesting service or (b) the date the participant attains age 65.

Effective December 31, 2003, Memorial Plan was amended such that all benefit accruals under Memorial Plan were frozen and it no longer allowed for entry.

Jewish Plan was a noncontributory, cash balance, defined benefit plan. Employees with five or more years of credited service were entitled to retirement benefits beginning at the normal retirement age of 65. Jewish Plan permitted early retirement at ages 55 through 64 or later. Eligible employees who terminated employment after December 31, 2007, were fully vested upon completion of three years of vesting service. Eligible employees who terminated employment on or before December 31, 2007, were fully vested upon completion of five years of vesting service.

In December 2009, Jewish Plan was amended to freeze various plan provisions, including average monthly compensation, pay credits, credited service, and eligibility and membership in Jewish Plan as of December 31, 2009.

On December 30, 2016, Jewish Plan was amended such that the accrued benefits of all active participants became 100% vested and nonforfeitable.

Trinity Plan was a noncontributory, defined benefit plan. On termination of service, a participant under the normal form of benefits received monthly income for life, a qualified joint and contingent benefit for married employees, or a lump-sum distribution if the lump-sum value of the benefit was less than $50,000. Employees were eligible for early retirement if the participant had attained age 55.

Upon the death of a participant, his or her beneficiary received a monthly retirement income, payable for life thereafter beginning on the first day of the month coincident with or next following the date of death. Upon total and permanent disability of a participant, he or she was entitled to a monthly income, payable for life.

1. Description of the Plan (continued)

Vesting service was equal to the total period of elapsed time, computed in years and days, from first date of employment until normal retirement date or date of termination of employment, if earlier, less that portion of any absence that is in excess of 12 months. A participant's initial vesting date at 100% was the earlier of (a) the date the participant had completed five years of vesting service or (b) the date the participant attained age 65. When Trinity Plan was frozen, all participants were granted 100% vesting regardless of the number of years of service.

Effective May 31, 2014, Trinity Plan was frozen for new entrants after that date and benefit accruals were frozen at that date, except for participants eligible for certain transition benefits as described in the plan document.

Harrison Plan was a defined benefit plan. Participants were eligible to begin receiving normal retirement benefits upon attaining the age of 65. Harrison Plan also permitted early retirement if the participant reached age 55 and had completed ten years of service. The participant's monthly accrued benefit payable at his or her normal retirement date was equal to 2% of the participant's final average monthly earnings multiplied by years of plan participation (and fractions thereof), and then adjusted for form of payment. The participant was also entitled to his or her voluntary contributions and accrued earnings thereon. Participants elected a combination of annuity payments.

Retirement benefits for participants electing early retirement were reduced as defined in the plan document. If an active participant died after completing five years of service, a contingent annuitant benefit was paid to the participant's beneficiary. If a participant who did not qualify for such a benefit died, a death benefit equal to the value of the participant's required contributions balance at the date of death was paid to the participant's beneficiary. Active employees who became totally disabled received annual disability benefits that were equal to the normal retirement benefits they had accumulated as of the time they became disabled. At termination, a participant could elect to receive a lump-sum amount equal to the value of the participant's vested account balance.

Effective March 1, 2005, Harrison Plan was amended to no longer accept new entrants into the Harrison Plan effective on the transition date applicable to each group of employees. The transition period for closing Harrison Plan to new entrants began on March 1, 2005. The final transition date was January 1, 2006, thereby effectively closing Harrison Plan to new entrants at that time.

1. Description of the Plan (continued)

Effective December 31, 2010, Harrison Plan was amended to exclude all participant earnings and hours of service after December 31, 2010, for the purposes of determining the participant's final average monthly earnings and years of plan participation.

Participants were 100% vested in their contributions to Harrison Plan. Benefits were 0% vested until reaching five years of service, at which time they became 100% vested. On December 30, 2016, Harrison Plan was amended such that the accrued benefits of all active participants became 100% vested and nonforfeitable.

Employee Contributions for Harrison Plan

Prior to January 1, 2011, Harrison Plan required all active participants to contribute 2% of their eligible earnings. Effective January 1, 2011, Harrison Plan was amended to no longer require or permit employee contributions to Harrison Plan. Mandatory contribution accounts were credited with interest based on 120% of the federal midterm rate in effect as of the first day of each plan year, but in no event less than 5%. Prior to May 1, 1993, participants elected to make voluntary contributions to Harrison Plan of up to 10% of their earnings. The mandatory and voluntary contributions were maintained in separate accounts and were credited with interest each year. Voluntary contributions were credited with the interest rate used by the PBGC to value immediate annuities for single employer plans terminating on the first day of the plan year. The interest rate for voluntary contributions was defined by the interest rate used by the PBGC to value immediate annuities for single employer plans terminating on the first day of the plan year. After December 31, 2020, the PBGC no longer published this rate. Therefore, Harrison Plan was amended effective January 1, 2021, to change the interest rate on the voluntary contributions to be the same as the rate used for mandatory contributions: 120% of the federal midterm rate in effect as of the first day of each plan year, but in no event less than 5%. For the plan years ended December 31, 2022 and 2021, interest credited on mandatory and voluntary contributions was 5.00%. Cumulative mandatory and voluntary employee contributions, including interest, as of December 31, 2022 and 2021, were $7,918,943 and $8,351,843, respectively.

1. Description of the Plan (continued)

All of the plans offer a life annuity and optional forms of payment. All of the plans offer a lump-sum, although Trinity Plan limits a lump-sum at $50,000. St. Luke's Plan, Jewish Plan, Trinity Plan, and Harrison Plan all offer a 50%, 75%, and 100% Joint Survivor annuities with Memorial Plan only offering a 50% and 75% Joint Survivor annuity. St. Luke's Plan, Jewish Plan, Memorial Plan, and Trinity Plan all offer certain period to continuous annuities. St. Luke's Plan and Memorial Plan offer a 10-year certain period to continuous annuity, while Jewish Plan and Trinity Plan both offer a 5-, 10-, and 15-year certain period to continuous annuities. Further, only Jewish Plan offers certain period annuities for 5, 10, and 15 years.

Termination Amendment

ERISA Plan was amended on July 15, 2022, with an effective date of August 31, 2022, to simplify the administration of ERISA Plan in connection with the termination. This amendment made the following changes:

- To change the interest crediting rate and annuity conversion rates to use the five-year average of the applicable rates for St. Luke's Plan and Jewish Plan
- To remove the retroactive annuity start date option for Harrison Plan, Jewish Plan, and Memorial Plan
- To remove disability benefits for St. Luke's Plan, Harrison Plan, Jewish Plan, and Memorial Plan
- To remove the option to repay employee contributions for Harrison Plan
- To remove rare optional forms of payment
  - 66 2/3% joint and survivor for Harrison Plan, Jewish Plan, and Memorial Plan
  - 20-year certain and life for Jewish Plan and Trinity Plan
  - 20-year certain only for Jewish Plan

1. Description of the Plan (continued)

- To provide a lump-sum window of at least 45 days for participants to receive a lump-sum distribution of their benefit regardless of the plans' regular plan provisions

- To increase the age for the required beginning date for mandatory distributions from age 70 1/2 to age 72 as adjusted or modified by Code Section 401(a)(9)

ERISA Plan was amended on August 30, 2022, with an effective date of August 31, 2022, to simplify the administration of ERISA Plan in connection with the termination. This amendment made the following change:

- To remove the service requirement for early retirement eligibility

Administrative Expenses

ERISA Plan's expenses are paid either by ERISA Plan or the Plan Sponsor. Expenses that are paid directly by the Plan Sponsor are excluded from these financial statements. Certain expenses incurred in connection with the general administration of ERISA Plan that are paid by ERISA Plan are recorded as deductions on the accompanying statements of changes in net assets available for benefits. In addition, certain investment-related expenses are included in net appreciation of fair value of investments presented on the accompanying statements of changes in net assets available for benefits.

2. Summary of Significant Accounting Policies

Basis of Accounting

As a result of the termination being imminent, the December 31, 2022, financial statements have been prepared under the liquidation basis of accounting. Under the liquidation basis of accounting, assets are stated at their estimated realizable values and liabilities at their settlement amounts. The December 31, 2021, financial statements were prepared on the accrual basis of accounting.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

2. Summary of Significant Accounting Policies (continued)

Use of Estimates

The preparation of financial statements and supplemental schedules in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements, accompanying notes, and supplemental schedules. Actual results could differ from those estimates.

Investment Valuation and Fair Value Measurements

ERISA Plan's investments are stated at estimated fair value in accordance with Accounting Standards Codification (ASC) Topic 820, *Fair Value Measurement*. The guidance provides a consistent definition of fair value that focuses on an exit price, which is the price that would be received upon the sale of an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. ASC Topic 820 prioritizes, with respect to the measurement of fair value, the use of market-based information over entity-specific information and establishes a three-level hierarchy for fair value measurements based on the nature of inputs used in the valuation of an asset or a liability as of the reporting date.

The three-level hierarchy for fair value measurements is as follows:

- Level 1 – Fair value is based on inputs that reflect unadjusted quoted prices in active markets for identical assets or liabilities that are accessible to the reporting entity at the measurement date. The fair value hierarchy gives the highest priority to Level 1 inputs.

- Level 2 – Fair value is based on inputs, other than Level 1, that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the asset or liability through corroboration with observable market data. Investments that trade in less-liquid public markets or derive market value through corroboration with observable market data (e.g., fixed-income securities) are classified in Level 2 of the fair value hierarchy.

2. Summary of Significant Accounting Policies (continued)

- Level 3 – Fair value is based on inputs to the valuation methodology that are unobservable and significant to the fair value measurement. These inputs reflect management's judgments about the assumptions that a market participant would use in pricing the investment and are based on the best available information, some of which may be internally developed. The fair value hierarchy gives the lowest priority to Level 3 inputs.

In situations where inputs used to determine fair value fall into different levels of the fair value hierarchy, the level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement in its entirety.

ERISA Plan holds various investments that are valued at fair value. The fair value of common collective trusts held directly by ERISA Plan is not publicly traded; therefore, readily available market quotations are generally not available to be used for valuation purposes. Accordingly, the Plan Sponsor's valuation of these common collective trusts is measured at the net asset value (NAV) practical expedient as of the reporting date and is excluded from the three-level hierarchy for fair value measurements in accordance with ASC Topic 820. Interest-bearing cash is stated at cost, which approximates fair value.

For additional information on the fair value measurements of the investment securities within ERISA Plan, see Note 4.

Income Recognition

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date. Net depreciation includes ERISA Plan's gains and losses on investments bought and sold as well as held during the year.

2. Summary of Accounting Policies (continued)

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits (see Note 3) represent the actuarial present value of estimated future periodic payments, including lump-sum distributions, that are attributable under ERISA Plan's provisions to services rendered by the employees to the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of participants who have died, and (c) present participants or their beneficiaries. Benefits payable under all circumstances – retirement, death, disability, and termination of employment – are included, to the extent they are deemed attributable to employee services rendered to the valuation date.

3. Accumulated Plan Benefits

ERISA Plan's actuary, Willis Towers Watson, estimates the actuarial present value of accumulated plan benefits, which is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by the participants to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements, such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

The accumulated plan benefit information as of December 31, 2021, is as follows:

Actuarial present value of accumulated plan benefits:	
Vested benefits:	
Participants and beneficiaries currently receiving benefits	$ 248,063,476
Other participants	406,625,846
Total vested benefits	654,689,322
Non-vested benefits	–
Other benefits attributable to service rendered	–
Total actuarial present value of accumulated plan benefits	$ 654,689,322

3. Accumulated Plan Benefits (continued)

The change in the actuarial present value of accumulated plan benefits is as follows:

Actuarial present value of accumulated plan benefits at January 1, 2021	$ 184,235,376
Increase (decrease) during year attributed to:	
Actuarial losses	4,118,786
Decrease in discount period	6,700,983
Benefits paid	(15,936,035)
Assumption changes	41,444,245
Plan amendments	434,125,967
Net increase	470,453,946
Actuarial present value of accumulated plan benefits at December 31, 2021	$ 654,689,322

Significant actuarial assumptions used in the valuation are as follows:

Discount rate – 3.80% at December 31, 2020. For December 31, 2021, the FTSE Pension Discount Curve as of December 31, 2021 was utilized to discount the cash flows in 2022 and 2023. The 2022 cash flow was discounted using the 1.0 year spot rate, 0.63%, and the 2023 cash flow was discounted using the 2.0 year spot rate, 0.95%. The expected annuity purchase cost was estimated using cash flows based on valuation assumptions. These cash flows were then adjusted for an estimate of the insurer pricing load. Last, the cash flows were discounted using the December 31, 2021, RateCalc 40:90 curve to the expected annuity purchase time near the end of 2023.

The lump-sum conversion rates are the December 2021 417(e) 3-segment rates (1.16% / 2.72% / 3.10%) for lump-sums expected to be paid through 2023. For the liabilities expected to be annuitized through the purchase of a group annuity contract near the end of 2023, the long-term 3-segment rate assumption for the 417(e) rates (4.5% / 5.4% / 5.8%) is utilized for remaining lump-sum conversions payments.

Mortality – Current and prior year assumption: Separate rates for non-annuitants based on the Pri-2012 employees table without collar or amount adjustments and annuitants based on the Pri-2012 combined nondisabled annuitants table without collar or amount adjustments, projected using the MP-2021 generational improvement scale.

3. Accumulated Plan Benefits (continued)

Additional actuarial assumption changes for the year ended December 31, 2021, are as follows:

Lump-sum interest rates changed from 3.64% for the first 5 years, 5.21% for the next 15 years, and 5.94% for all other years to 1.76% for the first 5 years, 3.24% for the next 15 years, and 3.82% for all other years.

Cash balance interest accumulation rates changed as displayed below:

St. Luke's Plan Cash Balance Interest Crediting Rate			
Prior Year		**Current Year**	
2022	2.50%	2022 actual	2.06%
2023–2026	3.50	**2023+**	**2.44%**
2027–2031	4.00		
2032+	4.50		

Jewish Plan's Cash Balance Interest Crediting Rate			
Prior Year		**Current Year**	
2022	2.50%	2022 actual	3.80%
2023–2026	3.50	**2023+**	**3.80%**
2027–2031	4.00		
2032+	4.50		

Mortality used for lump-sums conversions was updated to the 417(e)(3) applicable mortality for 2023 projected statically to commencement using MP-2021.

Benefit payment assumptions reflect the payment assumption for the upcoming one-time lump-sum window prior to expected annuity purchase and plan termination.

Plan amendments include the merger of four merging plans into St. Luke's Plan effective December 20, 2021. The lump-sum interest rate conversion lookback period, to be consistent across the merged plans, was changed to the third month preceding the first day of the annual stability period containing the individual's annuity starting date.

4. Fair Value Measurements

The following table sets forth, by level within the fair value hierarchy, ERISA Plan's assets carried at fair value:

	Level 1	Level 2	Level 3	Total
December 31, 2022				
Interest-bearing cash	**$ 5,040,111**	**$ –**	**$ –**	**$ 5,040,111**
Assets measured at fair value	**$ 5,040,111**	**$ –**	**$ –**	**5,040,111**
Assets measured at NAV:				
Common collective trust				**504,016,439**
Total assets				**$ 509,056,550**

	Level 1	Level 2	Level 3	Total
December 31, 2021				
Interest-bearing cash	$ 33,527,928	$ –	$ –	$ 33,527,928
Assets measured at fair value	$ 33,527,928	$ –	$ –	33,527,928
Assets measured at NAV:				
Common collective trust				619,779,831
Total assets				$ 653,307,759

The following table sets forth additional disclosures of ERISA Plan's investments, whose fair value is estimated using NAV per share (or its equivalent):

	December 31, 2022 Fair Value	December 31, 2021 Fair Value	Redemption Frequency	Redemption Notice Period
Common collective trusts[(a)]	**$ 504,016,439**	$ 619,779,831	Daily	3 days

[(a)] The common collective trusts held by ERISA Plan were not subject to any redemption restrictions and did not have any unfunded commitment balances. Each investment can be fully or partially redeemed with prior notice to the manager of three business days.

5. Investments

All investment information disclosed in the accompanying financial statements, footnotes, and supplemental schedules, including investments held, pending purchases, pending sales, and accrued income at December 31, 2022 and 2021, and net depreciation in fair value of investments and investment income for the years then ended, was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Northern Trust Company, the trustee of ERISA Plan as of December 31, 2022 and 2021, and for the years then ended.

6. Income Tax Status

ERISA Plan has received a determination letter from the IRS dated July 6, 2023, stating that ERISA Plan is qualified under Section 401(a) of the Internal Revenue Code (the Code) and, therefore, the related trust is exempt from taxation. Once qualified, ERISA Plan is required to operate in conformity with the Code to maintain its qualified status. The plan administrator believes ERISA Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that ERISA Plan, as amended, is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States require plan management to evaluate tax positions taken by ERISA Plan and recognize a tax liability if ERISA Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. ERISA Plan management has analyzed the tax positions taken by ERISA Plan, and has concluded that there are no uncertain positions taken or expected to be taken. ERISA Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

7. Related-Party and Party-in-Interest Transactions

Certain of ERISA Plan's assets are invested in funds managed by the trustee of ERISA Plan. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transactions rules under ERISA.

8. Risks and Uncertainties

ERISA Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported on the statements of net assets available for benefits.

ERISA Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

9. Subsequent Events

Management has evaluated subsequent events for ERISA Plan through October 16, 2023, the date the accompanying financial statements were available to be issued.

Supplemental Schedules

CommonSpirit Health ERISA Retirement Plan
(formerly St. Luke's Health System Retirement Plan)

EIN 76-0536232 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

December 31, 2022

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common collective trust	CF BLACKROCK INTERMEDIATE GOVERNMENT BOND INDEX	$ 73,570,399	$ 68,479,010
Common collective trust	SHORT-TERM INVESTMENT FUND	18,612,775	18,612,775
Common collective trust	CF BLACKROCK TSY U.S. 15 YR KEY RATE DUR NL FD	8,559,520	3,985,186
Common collective trust	CF INTERMEDIATE DURATION CORPORATE CREDIT SCREENED NON-LENDABLE FUND	287,954,393	262,394,625
Common collective trust	CF LONG DURATION CORPORATE CREDIT SCREENED NON-LENDABLE FUND	199,030,051	150,544,843
		587,727,138	504,016,439
Interest-bearing cash	USD – MFB NORTHERN INSTL FDS TREAS PORTFOLIO PREMIER CL	5,040,111	5,040,111
		$ 592,767,249	$ 509,056,550

CommonSpirit Health ERISA Retirement Plan
(formerly St. Luke's Health System Retirement Plan)

EIN 76-0536232 Plan #001

Schedule H, Line 4j – Schedule of Reportable Transactions

Year Ended December 31, 2022

Identity of Party Involved	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
Category (iii) – A series of transactions in excess of 5% of the fair value of plan assets					
CF BLACKROCK INTERMEDIATED GOVERNMENT BOND INDEX	$ –	$ 47,860,000	$ 49,717,474	$ 47,860,000	$ (1,857,474)
CF INTERMEDIATE DURATION CORPORATE CREDIT SCREENED NON-LENDABLE FUND	60,390,000	–	60,390,000	60,390,000	–
SHORT-TERM INVESTMENT FUND	64,025,611	–	64,025,611	64,025,611	–
SHORT-TERM INVESTMENT FUND	–	48,407,914	48,407,914	48,407,914	–

There were no category (i), (ii), or (iv) reportable transactions during 2022.

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SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data as of January 1 , 2022

Number and average account balance distributed by attained age and attained years of credited service

All monetary amounts shown in US Dollars

	Attained Years of Credited Service[1]										
Attained Age	**Under 1**	**1-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & Over**	**Total**
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	10	2	0	0	0	0	0	0	0	12
	-	-	-	-	-	-	-	-	-	-	-
30-34	0	57	17	4	0	0	0	0	0	0	78
	-	3,508	-	-	-	-	-	-	-	-	5,651
35-39	3	114	77	16	1	0	0	0	0	0	211
	-	5,038	13,660	-	-	-	-	-	-	-	9,646
40-44	5	107	109	54	15	1	0	0	0	0	291
	-	5,166	14,827	32,553	-	-	-	-	-	-	17,424
45-49	4	91	114	85	41	5	3	0	0	0	343
	-	5,878	21,548	40,292	57,948	-	-	-	-	-	28,801
50-54	5	76	136	112	73	33	12	2	0	0	449
	-	5,552	14,715	42,038	59,025	71,207	-	-	-	-	38,069
55-59	2	85	128	91	51	46	32	17	2	0	454
	-	7,463	16,743	40,352	52,904	74,329	114,705	-	-	-	46,524
60-64	0	62	99	71	54	44	39	31	20	1	421
	-	5,659	15,938	36,098	75,723	66,432	108,954	125,803	160,796	-	64,010
65-69	1	32	52	39	20	14	7	9	11	7	192
	-	7,513	17,492	40,624	72,907	-	-	-	-	-	59,285
70 & Over	0	8	9	3	2	4	3	2	1	0	32
	-	-	-	-	-	-	-	-	-	-	48,275
Total	20	642	743	475	257	147	96	61	34	8	2,483
	15,141	6,314	17,438	41,416	59,690	72,282	111,140	121,730	157,454	-	37,454

[1] Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: CommonSpirit Health ERISA Retirement Plan
EIN / PN: 76-0536232/001
Plan Sponsor: CHI St. Luke's Health
Valuation Date: January 1, 2022

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Schedule SB, Part V - Statement of Actuarial Assumptions/Methods is provided with each of the former plans in separate sub-sections. Some of the items are the same across all of the former plans, but are still included in each sub-section for completeness and clarity.

Retirement Plan for Employees of Harrison Memorial Hospital

Economic Assumptions

Interest rate basis:

■ Applicable month	September
■ Interest rate basis	3-Segment Rates

Interest rates	**Reflecting Corridors**	**Not Reflecting Corridors**
■ First segment rate	4.75%	1.07%
■ Second segment rate	5.18%	2.68%
■ Third segment rate	5.92%	3.36%
■ Effective interest rate	5.31%	2.77%

Annual rates of increase

■ Employee contribution balances	5.00%

Plan-related expenses	An estimate of current year's expenses excluding PBGC premiums provided by CommonSpirit Health, plus an estimate of the current year's PBGC premiums. For 2022 the administrative expenses for the total plan, including this former plan, are assumed to be $3,151,837.

SCHEDULE SB ATTACHMENTS

As permitted by law, rates reflecting stabilization are used to determine the funding target, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP and the PBGC 4010 FS.

Demographic Assumptions

Inclusion date

The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees

It was assumed there will be no new or rehired employees.

Mortality – Healthy and Disabled

Separate rates for non-annuitants (based on RP-2014 “Employees” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and the projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2020) and annuitants (based on RP-2014 “Healthy Annuitants” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2020).

Termination

Representative Termination Rates from Table SOA3TSS:

Attained Age	Withdrawal
25	19.5%
30	15.5%
35	12.1%
40	9.4%
45	7.3%
50	5.6%
55	4.2%
60	3.0%
65	0.0%

Disability incidence

None assumed.

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Retirement

Percentage retiring during the year	
Age	**Percentage**
Under 55	0%
55-61	2.5%
62	5.0%
63	10.0%
64	15.0%
65-66	25.0%
67-69	15.0%
70	100.0%

Benefit commencement date:

- Preretirement death benefit — Age 65
- Deferred vested benefit — Age 65

Form of payment

Form of Payment	Contribution Balance Refund	Single Life	100% J&S	50% J&S
Active retirements	25%	80%	20%	0%
Future vested deferred	25%	80%	20%	0%
Future deaths	25%	0%	0%	100%
Current vested deferred	0%	80%	20%	0%

Participants who have taken or are assumed to take a refund of their contributions receive an annuity reduced by the annuitized value of their contributions, converted as noted below for future assumed refunds; otherwise participants receive an annuity based on the full value of their accrued benefit with a refund upon death of contributions in excess (if any) over annuity amounts already paid.

Employee contributions are converted to annuities using 1.02% for payments during the first 5 years, 2.72% for payments during the next 15 years and 3.08% for payments after 20 years. Mortality is based on the applicable mortality tables under IRC Section 417(e)(3), with no pre-retirement mortality assumed.

Percent married

70% of eligible male and female participants are assumed to be married.

SCHEDULE SB ATTACHMENTS

Spouse age	Male spouses are assumed to be 3 years older than female spouses.
Covered pay	N/A
Timing of benefit payments	Annuity payments are assumed to be made uniformly throughout the year and, on average, at mid-year. Lump sum payments are payable on date of decrement.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets for determining minimum required contributions	The actuarial value of assets is equal to the market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the prior plan year, discounted using the effective interest rate for the prior plan year.
Benefits not valued	Willis Towers Watson has reviewed the plan provisions with CommonSpirit Health and, based on that review, is not aware of any significant benefits required to be valued that were not.

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Sources of Data and Other Information

CommonSpirit Health, through its third party administrator, furnished participant data as of January 1, 2022. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

Willis Towers Watson is not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations. The following assumptions for unavailable data were approved by CommonSpirit Health and reflected in the data:

Data Element	Assumption
Active Data Elements	
Frozen accrued benefit	Equal to prior year's accrued benefit if missing
Inactive Data Elements	
Participant date of birth	Average date of birth by status
Participant gender	Female
Benefit in pay	Average benefit for status rounded to the nearest $10
Beneficiary gender	Opposite gender

Assumptions Rationale - Significant Economic Assumptions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Employee Contribution Interest Rate

The plan credits interest to employee contributions using 120% of the Federal mid-term rate in effect on the first day of the plan year, subject to a 5% minimum.

Plan Related Expenses

Administrative expenses are estimated by determining the expected expense for the coming year

Assumptions Rationale - Significant Demographic Assumptions

Mortality

Assumptions used for funding purposes are as prescribed by IRC §430(h).

Termination

Termination rates were based on a published table for pension participants believed to have similar characteristics to the plan population.

SCHEDULE SB ATTACHMENTS

Retirement	Retirement rates are based on plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by retirement patterns different than assumed.
Benefit commencement date for deferred benefits	Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.
Form of payment	The percentage of participants assumed to take their employee contributions as a lump sum refund is based on plan sponsor expectations for the future.
Percent married	The assumed percentage married is based on general population on the marital status of individuals of retirement age.
Spouse age	The assumed age difference for spouses is based on general population statistics of the age difference for married individuals of retirement age.

Source of Prescribed Methods

Funding methods	The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

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Changes in Assumptions and Methods

Change in assumptions since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
- The base mortality table used to calculate the funding target and target normal cost was updated as required by IRC 430. In addition, the projection scale was updated to include one additional year of projected mortality improvement, as required by IRC 430.
- The mortality used for employee contribution conversion was updated to the applicable mortality table under IRC §417(e) provided in IRS notice 2017-60.
- The assumed plan-related expenses added to the target normal cost were changed to better reflect anticipated experience.
- The 417(e)(e)(3) interest rates used for lump sum/annuity conversion were updated to the funding interest rates reflecting corridors for the current year.
- The American Rescue Plan Act (ARPA) of 2021 was enacted in March, 2021. ARPA revises PPA's interest rate stabilization provisions. The plan sponsor elected to adopt ARPA's interest rate stabilization provisions effective with the 2022 plan year and that election is reflected in this report.
- ARPA also revises PPA's interest rate stabilization provisions for IRC §436 (benefit restriction) purposes. The plan sponsor elected to adopt ARPA's interest rate stabilization provisions for §436 purposes effective with the 2022 plan year and that election is reflected in this report.

Change in methods since prior valuation

- The American Rescue Plan Act (ARPA) of 2021 was enacted in March, 2021. ARPA replaces PPA's 7-year shortfall amortization installments (SAIs), with a "fresh start" 15-year amortization. (Note that waiver amortization bases, if any, are not affected). The plan sponsor elected to adopt ARPA's 15-year amortization provisions effective with the 2022 plan year and that election is reflected in this report.

SCHEDULE SB ATTACHMENTS

Jewish Hospital & St. Mary's Healthcare Pension Plan

Economic Assumptions

Interest rate basis:

■ Applicable month	September
■ Interest rate basis	3-Segment Rates

Interest rates:	**Reflecting Corridors**	**Not Reflecting Corridors**
■ First segment rate	4.75%	1.07%
■ Second segment rate	5.18%	2.68%
■ Third segment rate	5.92%	3.36%
■ Effective interest rate	5.31%	2.77%

Annual rates of increase

■ Cash balance interest crediting rate	
■ 2022-2026	3.80%
■ 2027-2031	4.00%
■ 2032+	4.50%
■ IRS 417(e)(3) applicable interest rates	Funding interest rates reflecting corridors
■ 30 year treasury rate	
■ 2022 (actual)	1.94%
■ 2023-2026	3.50%
■ 2027-2031	4.00%
■ 2032+	4.50%

Plan-related expenses An estimate of current year's expenses excluding PBGC premiums provided by CommonSpirit Health, plus an estimate of the current year's PBGC premiums. For 2022, the administrative expenses for the total plan, including this former plan, are assumed to be $3,151,837.

Plan Name: CommonSpirit Health ERISA Retirement Plan
EIN / PN: 76-0536232/001
Plan Sponsor: CHI St. Luke's Health
Valuation Date: January 1, 2022

SCHEDULE SB ATTACHMENTS

As permitted by law, rates reflecting stabilization are used to determine the funding target, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP and the PBGC 4010 FS.

Demographic Assumptions

Inclusion date

The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees

It was assumed there will be no new or rehired employees.

Mortality – Healthy and Disabled

Separate rates for non-annuitants (based on RP-2014 "Employees" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and the projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2020) and annuitants (based on RP-2014 "Healthy Annuitants" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2020).

Termination

Representative rates varying by age are shown below.

Attained Age	Withdrawal
25	22.5%
30	20.0%
35	17.5%
40	15.0%
45	12.5%
50	10.0%
55	7.5%
60	0.0%
65	0.0%

Disability incidence

None assumed.

SCHEDULE SB ATTACHMENTS

Retirement

Percentage retiring during the year	
Age	**Percentage**
55	15%
56-58	10%
59-60	15%
61	10%
62-64	20%
65	50%
66-69	30%
70	100%

417(e)(3) applicable mortality assumption

417(e) applicable mortality for the current year.

Benefit Commencement Date:

- Retirement benefit — Upon termination of employment
- Deferred vested benefit — Deferred vested participants with cash balance only: Age 60
  All other deferred vested participants: Age 65

Form of payment

	Immediate Lump Sum	Deferred Lump Sum	Single Life	10 year certain only	50% J&S
Active retirements	50%	0%	32.5%	10%	7.5%
Future vested deferred	15%	85%	0%	0%	0%
Current vested deferred (cash balance only)	0%	100%	0%	0%	0%
Current vested deferred (all others)	0%	75%	16.25%	5%	3.75%

Percent married

80% of eligible male and female participants are assumed to be married.

Spouse age

Male spouses are assumed to be 3 years older than female spouses.

Covered pay

N/A

Timing of benefit payments

Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

SCHEDULE SB ATTACHMENTS

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets for determining minimum required contributions	The actuarial value of assets is equal to the market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the prior plan year, discounted using the effective interest rate for the prior plan year.
Benefits not valued	Willis Towers Watson has reviewed the plan provisions with CommonSpirit Health and, based on that review, is not aware of any significant benefits required to be valued that were not.

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

CommonSpirit Health, through its third party administrator, furnished participant data as of January 1, 2022. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

Willis Towers Watson is not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations. The following assumptions for unavailable data were approved by CommonSpirit Health and reflected in the data:

Data Element	Assumption
Active Data Elements	
Frozen accrued benefit	Average benefit for status rounded to the nearest $10
Inactive Data Elements	
Accrued benefit	Average benefit for status rounded to the nearest $10
Benefit in Pay	Average benefit for status rounded to the nearest $10
Beneficiary date of birth	Males are 3 years older than their spouse
Beneficiary gender	Opposite gender

Assumptions Rationale - Significant Economic Assumptions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Interest crediting rate

The plan credits interest to cash balance accounts using an estimate of the annual yield of 30-year Treasury securities, with a minimum rate of 3.80%. A select and ultimate rate best matches future expectations for the plan. Therefore, the rate through 2026 will be 3.8%, the rate from 2027 through 2031 will be 4.0% and the rate in 2032 and beyond will be 4.5%. After examining historical variability in this rate, we believe that the selected assumption does not significantly conflict with what would be reasonable based on a combination of market conditions at the measurement date and future expectations consistent with other economic assumptions used, other than the discount rate.

SCHEDULE SB ATTACHMENTS

Annuity to lump sum conversion rate for participants with prior plan (pre-cash balance) benefits	This conversion rate is an estimate of the annual yield of 30-year Treasury securities. A select and ultimate rate best matches future expectations for the plan. Therefore, the rate from 2023 through 2026 will be 3.5%, the rate from 2027 through 2031 will be 4.0% and the rate in 2032 and beyond will be 4.5%. For the valuation year, the actual 30-year Treasury rate is used. After examining historical variability in this rate, we believe that the selected assumption does not significantly conflict with what would be reasonable based on a combination of market conditions at the measurement date and future expectations consistent with other economic assumptions used, other than the discount rate.
417(e)(3) applicable interest rate	This conversion rate is based on the Annual Applicable Interest Rate. The assumption is equal to the segment rates as noted above under 'Interest rates' since 417(e)(3) assumptions for funding purposes are prescribed by IRC §430 and related regulations.
Plan Related Expenses	Administrative expenses are estimated by determining the expected expense for the coming year

Assumptions Rationale - Significant Demographic Assumptions

Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by withdrawal patterns different than assumed.
Retirement	Retirement rates are based on plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by retirement patterns different than assumed.
Benefit commencement date for deferred benefits	Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.

SCHEDULE SB ATTACHMENTS

Form of payment	The percentage of retiring participants assumed to take lump sums and annuities is based on expected future behavior.

Source of Prescribed Methods

Funding methods	The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
- The base mortality table used to calculate the funding target and target normal cost was updated as required by IRC §430. In addition, the projection scale was updated to include one additional year of projected mortality improvement, as required by IRC §430.
- The assumed plan-related expenses added to the target normal cost were changed to better reflect anticipated experience.
- The mortality used for lump sum conversion was updated to the applicable mortality table under 417(e)(3) provided in IRS Notice 2017-60
- The 417(e)(e)(3) interest rates used for lump sum/annuity conversion were updated to the funding interest rates reflecting corridors for the current year.
- The American Rescue Plan Act (ARPA) of 2021 was enacted in March, 2021. ARPA revises PPA's interest rate stabilization provisions. The plan sponsor elected to adopt ARPA's interest rate stabilization provisions effective with the 2022 plan year and that election is reflected in this report.
- ARPA also revises PPA's interest rate stabilization provisions for IRC §436 (benefit restriction) purposes. The plan sponsor elected to adopt ARPA's interest rate stabilization provisions for §436 purposes effective with the 2022 plan year and that election is reflected in this report.

SCHEDULE SB ATTACHMENTS

Change in methods since prior valuation

- The American Rescue Plan Act (ARPA) of 2021 was enacted in March, 2021. ARPA replaces PPA's 7-year shortfall amortization installments (SAIs), with a "fresh start" 15-year amortization. (Note that waiver amortization bases, if any, are not affected). The plan sponsor elected to adopt ARPA's 15-year amortization provisions effective with the 2022 plan year and that election is reflected in this report.

SCHEDULE SB ATTACHMENTS

Retirement Plan for Employees of Memorial Health System of East Texas

Economic Assumptions

Interest rate basis:

■ Applicable month	September
■ Interest rate basis	3-Segment Rates

Interest rates:	**Reflecting Corridors**	**Not Reflecting Corridors**
■ First segment rate	4.75%	1.07%
■ Second segment rate	5.18%	2.68%
■ Third segment rate	5.92%	3.36%
■ Effective interest rate	5.31%	2.77%

Plan-related expenses An estimate of current year's expenses excluding PBGC premiums provided by CommonSpirit Health, plus an estimate of the current year's PBGC premiums. For 2022, the administrative expenses for the total plan, including this former plan, are assumed to be $3,151,837.

As permitted by law, rates reflecting stabilization are used to determine the funding target, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP and the PBGC 4010 FS.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date

The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees

It was assumed there will be no new or rehired employees.

Mortality – Healthy and Disabled

Separate rates for non-annuitants (based on RP-2014 "Employees" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2020) and annuitants (based on RP-2014 "Healthy Annuitants" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2020).

Termination

Representative rates varying by age and gender are shown below:

Percentage leaving during the year		
Attained Age	Males	Females
20	22.4%	29.9%
25	14.9%	19.9%
30	10.4%	13.9%
35	7.4%	9.9%
40	4.3%	5.8%
45	2.7%	3.7%
50	0.9%	1.4%
55	0.0%	0.0%
60 and over	0.0%	0.0%

Disability Incidence

Wyatt 1985 Disability Study Class I unisex rates.

Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

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Percentage retiring during the year	
Age	Rates
55 - 61	2.0%
62	15.0%
63 - 64	5.0%
65	50.0%
66 - 69	10.0%
70	100.0%

Benefit commencement date:

- Preretirement death benefit — The later of age 55 with 15 years of vesting service or death of the active participant
- Deferred vested benefit — The later of age 55 with 15 years of vesting service or termination of employment
- Disability benefit — Upon disablement
- Retirement benefit — Upon termination of employment

Form of payment — For valuation purposes, participants are assumed to elect the normal form.

Percent married — 100% of males; 100% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement.

Spouse age — Male spouses are assumed to be 3 years older than female spouses.

Covered pay — N/A

Timing of benefit payments — Annuity payments are payable monthly at the beginning of the month.

Methods

Valuation date — First day of plan year

Funding target — Present value of accrued benefits as required by regulations under IRC §430.

SCHEDULE SB ATTACHMENTS

Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets for determining minimum required contributions	The actuarial value of assets is equal to the market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the prior plan year, discounted using the effective interest rate for the prior plan year.
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued. Willis Towers Watson has reviewed the plan provisions with CommonSpirit Health and, based on that review, is not aware of any significant benefits required to be valued that were not.

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

CommonSpirit Health, through its third party administrator, furnished participant data as of January 1, 2022. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

Willis Towers Watson is not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations. The following assumptions for unavailable data were approved by CommonSpirit Health and reflected in the data:

Data Element	Assumption
Inactive Data Elements	
Participant date of birth	Average date of birth by status
Accrued benefit	Average benefit for status rounded to the nearest $10
Beneficiary date of birth	Males are 3 years older than their spouse

Assumptions Rationale – Significant Economic Assumptions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Plan Related Expenses

Administrative expenses are estimated by determining the expected expense for the coming year.

Assumptions Rationale – Significant Demographic Assumptions

Mortality

Assumptions used for funding purposes are as prescribed by IRC §430(h).

Termination

Termination rates were based on a published table for pension participants believed to have similar characteristics to the plan population.

Retirement

Retirement rates are based on plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by retirement patterns different than assumed.

Benefit commencement date for deferred benefits

Deferred vested participants' assumed commencement age is a single age intended to capture the expected average age at commencement.

SCHEDULE SB ATTACHMENTS

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC 430.
- The base mortality table used to calculate the funding target and target normal cost was updated as required by IRC 430. In addition, the projection scale was updated to include one additional year of projected mortality improvement, as required by IRC 430.
- The assumed plan-related expenses added to the target normal cost were changed to better reflect anticipated experience.
- The American Rescue Plan Act (ARPA) of 2021 was enacted in March, 2021. ARPA revises PPA's interest rate stabilization provisions. The plan sponsor elected to adopt ARPA's interest rate stabilization provisions effective with the 2022 plan year and that election is reflected in this report.
- ARPA also revises PPA's interest rate stabilization provisions for IRC §436 (benefit restriction) purposes. The plan sponsor elected to adopt ARPA's interest rate stabilization provisions for §436 purposes effective with the 2022 plan year and that election is reflected in this report.

Change in methods since prior valuation

- The American Rescue Plan Act (ARPA) of 2021 was enacted in March, 2021. ARPA replaces PPA's 7-year shortfall amortization installments (SAIs), with a "fresh start" 15-year amortization. (Note that waiver amortization bases, if any, are not affected). The plan sponsor elected to adopt ARPA's 15-year amortization provisions effective with the 2022 plan year and that election is reflected in this report.

SCHEDULE SB ATTACHMENTS

St. Luke's Health System Retirement Plan

Economic Assumptions

Interest rate basis

■ Applicable month	September
■ Interest rate basis	3-Segment Rates

Interest rates	Reflecting Corridors	Not Reflecting Corridors
■ First segment rate	4.75%	1.07%
■ Second segment rate	5.18%	2.68%
■ Third segment rate	5.92%	3.36%
■ Effective interest rate	5.31%	2.77%

Annual rates of increase

■ Cash balance interest crediting rate, late retirement increases – based on 30-year treasury rate	
■ 2022 (actual)	2.06%
■ 2023-2026	3.50%
■ 2027-2031	4.00%
■ 2032+	4.50%
■ IRS 417e(3) applicable interest rates	Funding interest rates reflecting corridors
■ 30 year treasury rate	
■ 2022 (actual)	2.06%
■ 2023-2026	3.50%
■ 2027-2031	4.00%
■ 2032+	4.50%

Plan-related expenses	An estimate of current year's expenses excluding PBGC premiums provided by CommonSpirit Health, plus an estimate of the current year's PBGC premiums. For 2022, the administrative expenses for the total plan, including this former plan, are assumed to be $3,151,837.

As permitted by law, rates reflecting stabilization are used to determine the funding target, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP and the PBGC 4010 FS.

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.
New or rehired employees	It was assumed there will be no new or rehired employees.
Mortality – Health and Disabled	Separate rates for non-annuitants (based on RP-2014 "Employees" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2020) and annuitants (based on RP-2014 "Healthy Annuitants" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2020).
IRS 417(e)(3) applicable mortality assumption	417(e) applicable mortality for the current year

SCHEDULE SB ATTACHMENTS

Termination

Representative rates varying by age are shown below:

Attained Age	Withdrawal
20	20.0%
25	17.5%
30	15.0%
35	12.5%
40	10.0%
45	9.0%
50	9.0%
55	7.0%
60	N/A
65	N/A

Disability incidence

None assumed.

Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Age	Percentage
Under 55	0%
55-59	8%
60-61	10%
62-64	13%
65-69	20%
70 and above	100%

Benefit commencement date:

- Future vested deferred — Immediate
- Current vested deferred — Immediate in the year of termination and age 60 thereafter
- Retirement benefit — Upon termination of employment

Form of payment

	Lump Sum	Single life
Non-grandfathered	97%	3%
Grandfathered	88%	12%

Percent married

100% of eligible male and female participants are assumed to be married.

Plan Name: CommonSpirit Health ERISA Retirement Plan
EIN / PN: 76-0536232/001
Plan Sponsor: CHI St. Luke's Health
Valuation Date: January 1, 2022

SCHEDULE SB ATTACHMENTS

Spouse age	For male participants, female spouse is assumed to be three years younger. For female participants, male spouse is assumed to be two years older.
Covered pay	N/A
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of the benefit expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets for determining minimum required contributions	The actuarial value of assets is equal to the market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the prior plan year, discounted using the effective interest rate for the prior plan year.
Benefits not valued	Willis Towers Watson has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any other significant benefits required to be valued that were not.

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

CommonSpirit Health, through its third party administrator, furnished participant data as of January 1, 2022. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

Willis Towers Watson is not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations. The following assumptions for unavailable data were approved by CommonSpirit Health and reflected in the data:

Data Element	Assumption
Active Data Elements	
Vesting service	Average vesting service by status
Cash balance amount	Average balance for status
Inactive Data Elements	
Participant date of birth	Average date of birth by status
Cash balance amount	Average balance for status
Beneficiary date of birth	Males are 3 years older than their spouse
Beneficiary gender	Opposite gender

Assumptions Rationale - Significant Economic Assumptions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Cash Balance Interest crediting rate; late retirement increases

The plan credits interest to cash balance accounts the annual yield on 30-year Treasury securities, with a minimum rate of 1.50%. A select and ultimate rate best matches future expectations for the plan. Therefore, the rate from 2023 through 2026 will be 3.50%, the rate from 2027 through 2031 will be 4.00% and the rate in 2032 and beyond will be 4.50%. For the valuation year, the actual interest crediting rate is used. After examining historical variability in this rate, we believe that the selected assumption does not significantly conflict with what would be reasonable based on a combination of market conditions at the measurement date and future expectations consistent with other economic assumptions used, other than the discount rate.

SCHEDULE SB ATTACHMENTS

417(e)(3) applicable interest rate	This conversion rate is based on the Annual Applicable Interest Rate. The assumption is equal to the segment rates as noted above under 'Discount rate' since 417(e)(3) assumptions for funding purposes are prescribed by IRC §430 and related regulations.
Plan-related expenses	Administrative expenses are estimated by determining the expenses for the coming year.

Assumptions Rationale - Significant Demographic Assumptions

Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	These assumptions are based on an experience study undertaken by Mercer in 2017 using experience from October 1, 2010 through January 1, 2016. The resulting assumptions balance the plan's historical experience with future expectations based on input and concurrence from the plan sponsor.
Retirement	These assumptions are based on an experience study undertaken by Mercer in 2017 using experience from October 1, 2010 through January 1, 2016. The resulting assumptions balance the plan's historical experience with future expectations based on input and concurrence from the plan sponsor.
Form of Payment	The percentage of participants assumed to take lump sums vs. annuities is based on Mercer's experience study, with consideration of whether any conditions have changed that would be expected to produce different results in the future.
Benefit commencement date for deferred benefits	Deferred vested participants' benefit commencement assumption is based on Mercer's experience study. Annual consideration is given to whether conditions have changed that would be expected to produce different commencement ages in the future.

SCHEDULE SB ATTACHMENTS

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
- The base mortality table used to calculate the funding target and target normal cost was updated as required by IRC 430. In addition, the projection scale was updated to include one additional year of projected mortality improvement, as required by IRC §430.
- The assumed plan-related expenses added to the target normal cost were changed to better reflect anticipated experience.
- The mortality used for lump sum conversion was updated to the applicable mortality table under 417(e)(3) provided in IRS Notice 2017-60.
- The 417(e)(e)(3) interest rates used for lump sum/annuity conversion were updated to the funding interest rates reflecting corridors for the current year.
- The American Rescue Plan Act (ARPA) of 2021 was enacted in March, 2021. ARPA revises PPA's interest rate stabilization provisions. The plan sponsor elected to adopt ARPA's interest rate stabilization provisions effective with the 2022 plan year and that election is reflected in this report.
- ARPA also revises PPA's interest rate stabilization provisions for IRC §436 (benefit restriction) purposes. The plan sponsor elected to adopt ARPA's interest rate stabilization provisions for §436 purposes effective with the 2022 plan year and that election is reflected in this report.

SCHEDULE SB ATTACHMENTS

Change in methods since prior valuation

- The American Rescue Plan Act (ARPA) of 2021 was enacted in March, 2021. ARPA replaces PPA's 7-year shortfall amortization installments (SAIs), with a "fresh start" 15-year amortization. (Note that waiver amortization bases, if any, are not affected). The plan sponsor elected to adopt ARPA's 15-year amortization provisions effective with the 2022 plan year and that election is reflected in this report.

SCHEDULE SB ATTACHMENTS

Retirement Income Plan for Employees of Trinity East

Economic Assumptions

Interest rate basis:

■ Applicable month	September
■ Interest rate basis	3-Segment Rates

Interest rates:	**Reflecting Corridors**	**Not Reflecting Corridors**
■ First segment rate	4.75%	1.07%
■ Second segment rate	5.18%	2.68%
■ Third segment rate	5.92%	3.36%
■ Effective interest rate	5.31%	2.77%

Annual rates of increase

■ IRS 417(e)(3) applicable interest rates	Funding interest rates reflecting corridors

Plan-related expenses An estimate of current year's expenses excluding PBGC premiums provided by CommonSpirit Health, plus an estimate of the current year's PBGC premiums. For 2022, the administrative expenses for the total plan, including this former plan, are assumed to be $3,151,837.

As permitted by law, rates reflecting stabilization are used to determine the funding target, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP and the PBGC 4010 FS.

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Demographic Assumptions

Inclusion date

The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees

It was assumed there will be no new or rehired employees.

Mortality – Healthy and Disabled

Separate rates for non-annuitants (based on RP-2014 “Employees” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2020) and annuitants (based on RP-2014 “Healthy Annuitants” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2020).

Termination

Representative Termination Rates from Table SOA3TSS:

Attained Age	Withdrawal
25	9.3%
30	6.1%
35	4.4%
40	3.5%
45	3.1%
50	2.8%
55	1.5%
60	1.1%
65	0.0%

Disability incidence

None assumed.

Retirement

Percentage retiring during the year	
Age	**Percentage**
Under 55	0.0%
55-61	0.0%
62	25.0%
63	5.0%
64	5.0%
65	100.0%
Above 65	100.0%

Plan Name: CommonSpirit Health ERISA Retirement Plan
EIN / PN: 76-0536232/001
Plan Sponsor: CHI St. Luke's Health
Valuation Date: January 1, 2022

SCHEDULE SB ATTACHMENTS

Benefit commencement date:

- Preretirement death benefit — Age 65
- Deferred vested benefit — Age 65

Form of payment

Form of Payment	Lump Sum[1]	Single Life	100% J&S	50% J&S
Active retirements	100%	100%	0%	0%
Future vested deferred	100%	100%	0%	0%
Future deaths	100%	0%	0%	0%
Current vested deferred	100%	100%	0%	0%

Percent married — 90% of eligible male and female participants are assumed to be married.

Spouse age — Male spouses are assumed to be 3 years older than female spouses.

Covered pay — N/A

Timing of benefit payments — Annuity payments are assumed to be made uniformly throughout the year and, on average, at mid-year.

Methods

Valuation date — First day of plan year

Funding target — Present value of accrued benefits as required by regulations under IRC §430.

Target normal cost — Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

[1] Assumed all participants under $50,000 take the lump sum, otherwise life annuity is assumed

SCHEDULE SB ATTACHMENTS

Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets for determining minimum required contributions	The actuarial value of assets is equal to the market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the prior plan year, discounted using the effective interest rate for the prior plan year.
Benefits not valued	Willis Towers Watson has reviewed the plan provisions with CommonSpirit Health and, based on that review, is not aware of any significant benefits required to be valued that were not.

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

CommonSpirit Health, through its third party administrator, furnished participant data as of January 1, 2022. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

Willis Towers Watson is not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations. The following assumptions for unavailable data were approved by CommonSpirit Health and reflected in the data:

Data Element	Assumption
Active Data Elements	
Participant date of birth	Average date of birth by status
Vesting service	Average vested service by status
Frozen accrued benefit	Average benefit for status
Inactive Data Elements	
Accrued benefit	Average benefit for status rounded to the nearest $10
Beneficiary date of birth	Males are 3 years older than their spouse
Beneficiary gender	Opposite gender

Assumptions Rationale - Significant Economic Assumptions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

417(e)(3) applicable interest rate

This conversion rate is based on the Annual Applicable Interest Rate. The assumption is equal to the segment rates as noted above under ‘Discount rate’ since 417(e)(3) assumptions for funding purposes are prescribed by IRC §430 and related regulations.

Plan Related Expenses

Administrative expenses are estimated by determining the expected expense for the coming year

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Demographic Assumptions

Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on a published table for pension participants believed to have similar characteristics to the plan population.
Retirement	Retirement rates are based on plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by retirement patterns different than assumed.
Benefit commencement date for deferred benefits	Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.
Form of payment	The automatic form of payment for unmarried participants is a life annuity. The automatic form for married participants is a 50% joint and survivor annuity. A lump sum up to $50,000 is also available. The form of payment assumption is based upon expectations of the future with periodic monitoring of experience.
Percent married	The assumed percentage married is based on general population on the marital status of individuals of retirement age.
Spouse age	The assumed age difference for spouses is based on general population statistics of the age difference for married individuals of retirement age.

SCHEDULE SB ATTACHMENTS

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
- The base mortality table used to calculate the funding target and target normal cost was updated as required by IRC §430. In addition, the projection scale was updated to include one additional year of projected mortality improvement, as required by IRC §430.
- The assumed plan-related expenses added to the target normal cost were changed to reflect current year expected experience and current year PBGC premiums.
- The mortality used for lump sum conversion was updated to the applicable mortality table under IRC 417e provided in IRS notice 2017-60.
- The 417(e)(e)(3) interest rates used for lump sum/annuity conversion were updated to the funding interest rates reflecting corridors for the current year.
- The American Rescue Plan Act (ARPA) of 2021 was enacted in March, 2021. ARPA revises PPA's interest rate stabilization provisions. The plan sponsor elected to adopt ARPA's interest rate stabilization provisions effective with the 2022 plan year and that election is reflected in this report.
- ARPA also revises PPA's interest rate stabilization provisions for IRC §436 (benefit restriction) purposes. The plan sponsor elected to adopt ARPA's interest rate stabilization provisions for §436 purposes effective with the 2022 plan year and that election is reflected in this report.

SCHEDULE SB ATTACHMENTS

Change in methods since prior valuation

- The American Rescue Plan Act (ARPA) of 2021 was enacted in March, 2021. ARPA replaces PPA's 7-year shortfall amortization installments (SAIs), with a "fresh start" 15-year amortization. (Note that waiver amortization bases, if any, are not affected). The plan sponsor elected to adopt ARPA's 15-year amortization provisions effective with the 2022 plan year and that election is reflected in this report.

See

Audited Financial

Statements

For

Schedule of Reportable Transactions

(Schedule H 4j)

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
CommonSpirit Health ERISA Retirement Plan

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
CHI St. Luke's Health

D Employer Identification Number (EIN)
76-0536232

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2022

2 Assets:

a Market value	**2a**	657,447,123
b Actuarial value	**2b**	657,447,123

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	2,228	194,177,484	194,177,484
b For terminated vested participants	5,444	164,622,431	164,622,431
c For active participants	2,483	119,805,978	120,457,765
d Total	10,155	478,605,893	479,257,680

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.31%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	3,151,837
c Total (line 6a + line 6b)	**6c**	3,151,837

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Michael Erazmus

Signature of actuary

9/27/23

Date

MICHAEL S ERAZMUS

Type or print name of actuary

2306431

Most recent enrollment number

WILLIS TOWERS WATSON US LLC

Firm name

312-525-2500

Telephone number (including area code)

233 SOUTH WACKER DRIVE
SUITE 1800
Chicago IL 60606

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	33,581,619	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	33,581,619	0
10	Interest on line 9 using prior year's actual return of -1.91 %	-688,423	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 4.85 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	33,248,573	0

Part III Funding Percentages

14	Funding target attainment percentage	14	130.24 %
15	Adjusted funding target attainment percentage	15	137.18 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	146.04 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ▶ 18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	☐ N/A, full yield curve used
4.75 %	5.18 %	5.92%	

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment ☐ Yes ☒ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	3,151,837
b Excess assets, if applicable, but not greater than line 31a	**31b**	3,151,837

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	0

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☐ 2021

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	CHI St. Luke's Health
EIN/PN	76-0536232/001
Plan Name	CommonSpirit Health ERISA Retirement Plan
Valuation Date	January 1, 2022
Enrolled Actuary	Michael S Erazmus
Enrollment Number	23-06431

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

Effective December 20, 2021, the merger of the Retirement Income Plan for Employees of Trinity East (EIN/PN 34-0714474/333) (Trinity) into the CommonSpirit Health ERISA Retirement Plan resulted in Funding Standard Carryover Balance (FSCB) from the Trinity plan merging into the ongoing plan. The 1/1/2021 FSCB for Trinity was $356,948. The investment return for the Trinity plan from 1/1/2021 through 12/20/2021 of -0.44% results in a decrease of ($1,571) in its FSCB and an ultimate balance merged in of $355,377. No other plans involved in the merger had a funding balance. As a result, the Funding Standard Carryover Balance shown on line 13a of the Schedule SB contains the additional $355,377 of FSCB merged in from the former Trinity plan.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1 , 2022

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x	l_x	$_{x-55}p_{55} = l_x / l_{55}$	$q_x * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
<55	0.00	1,000,000	1.000000	0.000000	0.000000
55	0.07	1,000,000	1.000000	0.070000	3.850000
56	0.07	930,000	0.930000	0.065100	3.645600
57	0.07	864,900	0.864900	0.060543	3.450951
58	0.07	804,357	0.804357	0.056305	3.265689
59	0.07	748,052	0.748052	0.052364	3.089455
60	0.09	695,688	0.695688	0.062612	3.756717
61	0.09	633,076	0.633076	0.056977	3.475590
62	0.13	576,100	0.576100	0.074893	4.643362
63	0.12	501,207	0.501207	0.060145	3.789122
64	0.13	441,062	0.441062	0.057338	3.669634
65	0.26	383,724	0.383724	0.099768	6.484932
66	0.23	283,956	0.283956	0.065310	4.310446
67	0.22	218,646	0.218646	0.048102	3.222839
68	0.22	170,544	0.170544	0.037520	2.551334
69	0.22	133,024	0.133024	0.029265	2.019306
70	1.00	103,759	0.103759	0.103759	7.263116
Average age at retirement					62.488094
Rounded for Schedule SB item 22					62

Plan Name: CommonSpirit Health ERISA Retirement Plan
EIN / PN: 76-0536232/001
Plan Sponsor: CHI St. Luke's Health
Valuation Date: January 1, 2022

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b
Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2022	11,178,166	50,444,117	18,838,017	80,460,300
2023	9,229,477	8,635,606	18,433,248	36,298,331
2024	10,283,741	8,833,536	18,011,727	37,129,004
2025	10,432,638	8,039,052	17,519,989	35,991,679
2026	9,654,812	9,098,765	17,000,343	35,753,920
2027	10,127,849	9,631,650	16,476,972	36,236,471
2028	9,298,462	9,414,443	15,917,009	34,629,914
2029	8,600,490	8,743,026	15,334,956	32,678,472
2030	8,999,322	8,843,803	14,740,609	32,583,734
2031	8,290,994	10,554,826	14,136,487	32,982,307
2032	7,984,735	8,728,270	13,496,266	30,209,271
2033	7,573,297	8,807,893	12,830,601	29,211,791
2034	7,199,909	8,709,413	12,154,583	28,063,905
2035	7,176,607	8,512,282	11,455,002	27,143,891
2036	6,985,358	9,126,074	10,737,582	26,849,014
2037	6,375,097	8,770,439	10,007,055	25,152,591
2038	6,234,809	8,181,178	9,262,175	23,678,162
2039	5,934,888	8,279,135	8,507,928	22,721,951
2040	5,586,272	7,693,321	7,757,457	21,037,050
2041	5,334,931	7,209,295	7,015,845	19,560,071
2042	5,084,259	6,194,369	6,289,113	17,567,741
2043	4,787,522	5,740,231	5,587,447	16,115,200
2044	4,422,352	5,475,025	4,915,356	14,812,733
2045	4,139,946	4,941,311	4,279,807	13,361,064
2046	3,838,452	4,162,292	3,686,987	11,687,731
2047	3,649,379	3,694,222	3,141,945	10,485,546
2048	3,353,443	3,357,829	2,648,291	9,359,563
2049	3,074,325	3,499,517	2,207,995	8,781,837
2050	2,827,629	2,569,609	1,821,381	7,218,619
2051	2,581,335	2,293,932	1,487,257	6,362,524
2052	2,332,429	2,015,540	1,203,098	5,551,067

Plan Name: CommonSpirit Health ERISA Retirement Plan
EIN / PN: 76-0536232/001
Plan Sponsor: CHI St. Luke's Health
Valuation Date: January 1, 2022

SCHEDULE SB ATTACHMENTS

2053	2,097,180	1,788,881	965,295	4,851,356
2054	1,864,623	1,610,822	769,459	4,244,904
2055	1,651,596	1,428,206	610,701	3,690,503
2056	1,461,635	1,264,065	483,943	3,209,643
2057	1,273,227	1,110,701	384,167	2,768,095
2058	1,101,023	968,910	306,629	2,376,562
2059	949,993	839,142	247,024	2,036,159
2060	810,406	721,536	201,572	1,733,514
2061	686,656	615,970	167,063	1,469,689
2062	577,902	522,104	140,850	1,240,856
2063	482,184	439,413	120,809	1,042,406
2064	399,276	367,229	105,285	871,790
2065	328,306	304,777	93,015	726,098
2066	267,961	251,206	83,057	602,224
2067	217,109	205,637	74,723	497,469
2068	174,634	167,203	67,525	409,362
2069	139,452	135,055	61,123	335,630
2070	110,546	108,385	55,290	274,221
2071	86,981	86,438	49,875	223,294

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Provisions

Effective date

The plan was most recently amended to effectuate its termination as of August 31, 2022. Previously it was amended effective December 20, 2021 to merge the following five plans:

- Retirement Plan for Employees of Harrison Memorial Hospital
- Jewish Hospital & St. Mary's Healthcare Pension Plan
- Retirement Plan for Employees of Memorial Health System of East Texas
- Retirement Income Plan for Employees of Trinity East
- St. Luke's Health System Retirement Plan

Sub-Plan Provisions

Plan provision details for each of the above five prior plans are described on the following pages including plan provision changes. Information on this page supersedes any information on the following pages.

Changes in Benefits Valued Since Prior Year

The five sub-plans listed above were merged into the St. Luke's plan effective December 20, 2021. Also, the plan was renamed to the CommonSpirit Health ERISA Retirement Plan.

The lump sum interest rate conversion lookback period is the third month preceding the first day of the annual stability period containing the individual's annuity starting date. For the one year period from December 20, 2021 to December 20, 2022 the better of this conversion basis or the conversion basis noted in each respective prior plan's 'Optional form conversion factors' or 'Optional forms of benefit' section is used.

SCHEDULE SB ATTACHMENTS

Retirement Plan for Employees of Harrison Memorial Hospital

Plan Provisions

Effective date

The original plan was effective May 1, 1968. The plan was most recently restated effective December 30, 2016 and amended March 9, 2020.

Participation date

May 1 or November 1 following the date employee reaches age 21, completes 1,000 hours of service in the 12 months following the date of hire or during a Plan Year if later, and agrees to make mandatory contributions to the plan.

Employees who satisfied the eligibility requirements prior to the dates below could choose whether to participate in the plan or begin participating in Harrison's new retirement program. Employees becoming eligible on and after these dates automatically participate in the new program.

Union	Date
Non-bargained employees	March 1, 2005
SEIU – Dietary Local 6	July 1, 2005
SEIU – Service Local 6	July 1, 2005
UFCW – 21	July 1, 2005
IUOE – Local 286	November 1, 2005
USNU Union – Local UFCW 141 Registered Nurses	January 1, 2006

Status of the plan

The plan ceased benefit accruals for all participants as of December 31, 2010.

Type of plan

Contributory defined benefit plan

Definitions

Vesting service

All active participants are fully vested as of December 31, 2016.

For years after December 31, 2016, vesting service is elapsed time.

For years before January 1, 2017, years in which completed 1,000 or more hours of service.

SCHEDULE SB ATTACHMENTS

Credited service	Years in which mandatory contributions were made to the plan and completed 1,000 or more hours. Credited service accrual ceased for all participants as of December 31, 2010.
Pensionable earnings	Employee's regular salary, wages, and contractual bonuses including, effective May 1, 1999, pre-tax employee contributions pursuant to IRC 125, 132(f)(4), 403(b), or 402(a)(8). No earnings after December 31, 2010 are considered.
Final average earnings	Average of the participant's pensionable earnings for the five consecutive completed years out of the last ten years of participation producing the highest average. No earnings after December 31, 2010 are considered.
Accrued benefit	2% of the final average earnings times years of credited service. Effective December 31, 2010, the plan was amended to cease benefit accruals for all participants.

Eligibility for Benefits

Normal retirement	Age 65
Early retirement	Age 55 and 10 years of vesting service
Late retirement	Retirement after age 65
Vested termination	5 years of vesting service
Pre-retirement death benefit	5 years of vesting service
Disability retirement	Later of 6 months following total and permanent disability or the date employment terminates.

Benefits Paid Upon the Following Events

Normal retirement	Accrued benefit payable on the normal retirement date.

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Early or disability retirement	Accrued benefit is reduced by 5/12 of 1% for each month by which retirement precedes normal retirement date.
Late retirement	Accrued benefit actuarially increased for late retirement
Vested termination	Vested accrued benefit payable at normal or early retirement date. A participant's mandatory contributions are 100% vested at all times.
Pre-retirement death	If a married participant dies prior to commencing benefits, the surviving spouse will receive his or her portion of a 50% Joint and Survivor annuity beginning on the date the participant would have been eligible for early retirement or in the month of death, if later. Upon the death of an unmarried participant, any remaining participant contributions are refunded.
Post-retirement death	Upon the later of the death of the participant or beneficiary (if any), the excess of any mandatory contributions over amounts already paid shall be paid in a single lump sum.

Other Plan Provisions

Forms of payment	**Automatic form for unmarried participants:** Single Life Annuity. Participants may elect to receive a mandatory contribution refund at any time after termination. **Automatic form for married participants:** 50% Joint and Survivor Annuity. Participants may elect to receive a mandatory contribution refund at any time after termination. **Optional forms:** Optional forms are 50%, 66 2/3%, 75%, and 100% Joint and Survivor Annuities Effective January 1, 2017, participants whose lump sum value of their vested accrued benefit does not exceed $5,000 will have the full value of their benefit automatically cashed out, with no further benefits due thereafter.

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Optional form conversion factors	Actuarial equivalence for annuity options is determined based on 7% interest and the 1994 Group Annuity Reserving Table projected to 2002, blended 50% male and 50% female. Actuarial equivalence for optional forms subject to 417(e)(3) uses the applicable interest rates from the November proceeding the annual stability period with the applicable mortality table.
Employee contributions	2% of pay. No longer required, starting December 31, 2010. Beginning on May 1, 1987, contributions are credited with interest at 120% of the Federal mid-term rate in effect on the first day of the plan year, with a minimum of 5%.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

None

Changes in Benefits Valued Since Prior Year

None

SCHEDULE SB ATTACHMENTS

Jewish Hospital & St. Mary's Healthcare Pension Plan

Plan Provisions	
Effective date	The Plan was originally adopted January 1, 1965. It has been amended and restated numerous times. Benefits were frozen as of December 31, 2009. The plan was restated effective January 1, 2014 and most recently amended March 9, 2020.
Eligible employee	An Employee employed by a Participating Company, with the following exceptions: union employees (unless the union has bargained participation in the plan), leased employees, non-resident aliens, physicians (who are not common law employees of the Company) and independent contractors. Eligibility for and Participation in the Plan were frozen effective December 31, 2009.
Entry date	June 30 and December 31 coincident with or next following the completion of 1 year of Eligibility or Credited Service.
Participation	Each Eligible Employee who was a Participant on the Effective Date of the restated Plan shall continue as a Participant. Eligibility for and Participation in the Plan were frozen effective December 31, 2009. No employee shall become a Participant after December 31, 2009.

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Definitions

Vesting service	All active participants are fully vested as of December 31, 2016. Continuous employment measured from an employee's date of hire to December 31, 1992. For years 1992 - 2016, a year of Vesting Service is defined as a Plan Year in which 1,000 Hours of Service are performed. For years after December 31, 2016, vesting service is elapsed time. Vesting Service completed prior to Breaks-in-Service shall be included if the number of consecutive Breaks-in-Service is less than the greater of (i) five or (ii) the number of Years of Vesting Service prior to the break. Vesting Service includes service with related employers, up to two years of authorized absence, and military service (provided the participant returns to employment). There are special rules for Eligible Employees of certain Participating Companies who joined the Plan after its original inception.

SCHEDULE SB ATTACHMENTS

Credited service

The sum of (a), (b) and (c) below:

(a) Prior to 1976:

Years and months of continuous employment from date of hire to January 1, 1976 rounded to the nearest one-tenth year.

(b) From later of January 1, 1976 or date of hire to December 31, 1992:

Full-time Eligible Employees receive a month of Credited Service for each month from January 1976 to December 1992 in which they were employed by a Participating Company for at least one day.

A part-time employee earns a year of Credited Service for each Plan Year he performs 1,000 Hours of Service

The resulting Credited Service for full-time and part-time employees shall be rounded to the nearest one-tenth year.

(c) For periods after 1992:

Plan Years in which 1,000 Hours of Service are performed.

No Credited Service is granted for periods after 2009.

There are special rules for Eligible Employees of certain Participating Companies who joined the Plan after its original inception.

Average monthly compensation

1/12th of an Eligible Employee's Compensation averaged over a five (5) consecutive calendar year period of employment which produces the highest average. Compensation is base pay, bonuses, deferred compensation under Code Section 125 or 403(b), sales incentives and overtime pay, income imputed to an Employee by reason of his use of a Company-owned or furnished vehicle, and imputed income from life insurance in excess of $50,000. Compensation shall exclude moving expense reimbursements and long term incentive bonuses. Effective January 1, 2009, Compensation shall also include differential wage payments.

Compensation after 2009 is not included.

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Eligibility for Benefits

Normal retirement	First day of month coincident with or next following 65th birthday.
Early retirement	A Full Early Retirement Date is the first day of any month coincident with or following the Participant's employment severance date but before age 65 if the Participant's benefit is based on his Grandfathered Benefit or a Prior Plan Benefit and the Participant has attained age 55 and 10 years of Vesting Service. A Service Eligible Early Retirement Date is the first day of any month coincident with or following the Participant's employment severance date if the Participant's benefit is based on a Grandfathered Benefit or a Prior Plan Benefit and the Participant has 10 years of Vesting Service but has not yet attained age 55.
Late retirement	After Normal Retirement Date
Termination	3 years of Vesting Service for participants who had an Hour of Service after December 31, 2007; otherwise, 5 years of Vesting Service. A participant is automatically vested upon the earlier of December 31, 2016 or reaching his Normal Retirement Date
Disability	Age 50 with 10 years of Vesting Service and eligible for Social Security disability benefits. No Participant shall become eligible for a Disability Retirement based on a disability that occurs after December 31, 2009.
Preretirement death benefit	Upon death and prior to commencement of benefits.

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Benefits Paid Upon the Following Events

Normal retirement

Prior to 1989:

(a) 1.8% of Average Monthly Compensation multiplied by Credited Service to nearest one-tenth year,

minus

(b) the monthly primary Social Security Benefit times the lesser of i) 50% or ii) 1.8% times Credited Service to the nearest one-tenth year.

1989 to 1999:

(a) The December 31, 1988 Accrued Monthly Benefit, plus

(b) Credited Service after December 31, 1988 (limited to 35 years minus the sum of Service at December 31, 1988 and service with the Visiting Nurse Association) times the sum of (i) 1.65% of Average Monthly Compensation plus (ii).65% of Average Monthly Compensation in excess of Monthly Covered Compensation.

After 1999:

The greatest of (a), (b) or (c) plus (d)

(a) The December 31, 1999 Accrued Monthly Benefit (Prior Plan Benefit)

(b) If a Grandfathered Participant (see below), the Accrued Monthly Benefit determined under the 1989 to 1999 formula based on Credited Service and Average Monthly Compensation as of date of termination. Note that Credited Service and Average Monthly Compensation were frozen as of December 31, 2009. (Grandfathered Benefit)

(c) The Pay Credit Benefit

(d) The Match Credit Benefit

After 2009:

Benefit accruals were frozen at December 31, 2009.

SCHEDULE SB ATTACHMENTS

Early retirement

For Prior Plan Benefits or Grandfathered Benefits: If the Participant has at least 10 Years of Vesting Service, the Accrued Benefit is reduced 1/180th for each of the first 60 months and 1/360th for each of the next 60 months that benefits commence prior to Normal Retirement Date. For a Service Eligible Early Retiree who elects a benefit commencement date earlier than age 55, the benefit is further reduced actuarially to reflect all additional months by which his benefit commencement date precedes age 55. Actuarial equivalence is based on the RP-2000 Mortality Table and an interest rate of 7%.

For Pay Credit and Match Credit Benefits: The Pay Credit and Match Credit Benefits determined at the Benefit Commencement Date are reduced actuarially based on the Applicable Mortality Table (IRC Section 417(e)(3)(B)) and the Investment Credit Percentage then applicable. However, in no case should the Pay Credit Benefit or the Match Credit Benefit be less than the single life annuity benefits determined by converting the account balances at the date of Benefit Commencement using the Applicable Mortality Table and the Annual Applicable Interest Rate then in effect to an immediate single life annuity. The Applicable Mortality Table and Annual Applicable Interest Rates are defined in IRC Section 417(e)(3)(B) and (C) respectively.

Late retirement benefit

For Prior Plan Benefits or Grandfathered Benefits: The benefit that would have been payable at Normal Retirement Date actuarially increased for late commencement, or Normal Retirement Benefit based on Final Average Compensation and Credited Service at Late Retirement Date, whichever is greater. Actuarial Increases are based on the RP 2000 Mortality Table and a 7% interest rate.

For Pay Credit and Match Credit Benefits: Pay Credit or Match Account balances or the actuarially equivalent annuity determined by converting those account balances to a single life annuity using the Applicable Mortality Table and the Annual Applicable Interest Rates in effect at the Late Retirement Date. The Applicable Mortality Table and Annual Applicable Interest Rates are defined in IRC Section 417(e)(3)(B) and (C) respectively.

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Vested benefit	A Terminated Vested Participant shall be eligible to receive benefits as of any Benefit Commencement Date following the Participant's employment severance date. If the participant has less than 10 years of vesting service and the benefit commences before Normal Retirement Date, the benefit will be reduced actuarially. If the participant has 10 or more years of vesting service and the benefit commences before Normal Retirement Date, the benefit will be reduced by 1 /180th for each of the first 60 months and 1/360th for each of the next 60 months that the benefits commence prior to Normal Retirement Date. For Prior Plan Benefits or Grandfathered Benefits: The benefit is reduced actuarially to reflect all additional months by which his benefit commencement date precedes age 65. Actuarial equivalence is based on the RP 2000 Mortality Table and an interest rate of 7%. For Pay Credit and Match Credit Benefits: The Pay Credit and Match Credit Benefits determined at the Benefit Commencement Date are reduced actuarially based on the Applicable Mortality Table (IRC Section 417(e)(3)(B)) and the Investment Credit Percentage then applicable. However, in no case, should the Pay Credit Benefit or the Match Credit Benefit be less than the single life annuity benefits determined by converting the account balances at the date of the Benefit Commencement using the Applicable Mortality Table and the Annual Applicable Interest Rate then in effect to an immediate single life annuity. The Applicable Mortality Table and Annual Applicable Interest Rates are defined in IRC Section 417(e)(3)(B) and (C) respectively.
Disablement	Certain Eligible Employees who were disabled before January 1, 2010 were entitled to continue to accrue benefits while disabled. However, those benefits were frozen effective December 31, 2009. No Participant shall become eligible for a disability retirement benefit based on a disability that occurs after December 31, 2009.

SCHEDULE SB ATTACHMENTS

Preretirement death benefit

For participants with Pay Credit account and/or Match Credit account benefits only: The account balances are increased with interest credits to the date of death. If at the time of death the participant is not married or has not designated a beneficiary or trust, the account balances are paid to the estate.

For all other participants, the benefit is based on the maximum of:

1. the Pay Credit account balance increased with interest credits to the date of death
2. the December 31, 1999 Prior Plan Benefit annuity
3. the Grandfathered Benefits annuity

plus the Match Credit account balance. If the resulting maximum benefit is based upon the Prior Plan or Grandfathered Benefit, it is payable as a 50% Joint and Survivor Annuity, otherwise the account balance is paid.

Other Plan Provisions

Normal forms of benefit

For a Participant without an Eligible Spouse - Single Life Annuity

For a Participant with an Eligible Spouse – A Qualified Joint and Survivor Annuity (50%)

Optional forms of benefit

(a) 5, 10, 15 or 20 Year Certain Period and Life Annuity

(b) 5, 10, 15 or 20 Year Certain Period Only Annuity

(c) 50%, 66-2/3%, 75%, or 100% Joint and Survivor Annuity

(d) 66 2/3% Joint and Survivor Annuity with 10 Year Certain Period

(e) Lump Sum

Lump Sum factors are based on the following:

(a) If the Participant is a Terminated Vested Participant and to the extent such benefit is based on his Grandfathered or Prior Plan Benefit: (i) The Applicable Mortality Table and the Annual Applicable Interest Rate or (ii) The GATT Factors – whichever factors produce the greater amount.

(b) If the Participant is a Service Eligible Retiree, a Full Early Retiree or Normal Retiree, and to the extent such benefit is based on his Grandfathered or Prior Plan Benefit: (i) Actuarial Equivalence based on the RP 2000 Mortality Table and a 7% interest rate, (ii) The Applicable Mortality Table and the annual Applicable Interest Rate, or (iii) the GATT Factors – whichever factors produce the greater amount.

(c) To the extent that such benefit is based on the Participant's Pay Credit or Match Benefit – the Applicable Mortality Table and Annual Applicable Interest Rate but not less than the Pay Credit Account Balance or the Match Benefit Account Balance at Benefit Commencement. The Applicable Mortality Table and Annual Applicable Interest Rates are defined in IRC Section 417(e)(3)(B) and (C) respectively.

For the purposes of this Section the GATT Factors are based on the 30-year Treasury securities rate for the 4th month (September) preceding the Plan Year and the 1994 GA Reserving Table as provided under Revenue Ruling 2001-62.

All other Optional Form of Payment Factors are the Actuarial Equivalent based the RP 2000 Mortality Table and a 7% interest rate.

If the Participant is an Early Retiree (either a Full or Service Eligible Early Retiree) then the value of any early retirement subsidy shall be taken into account in converting the Participant's Benefit into any other form of benefit including a lump sum.

Effective January 1, 2017, participants whose lump sum value of their vested accrued benefit does not exceed $5,000 will have the full value of their benefit automatically cashed out, with no further benefits due thereafter.

Grandfathered participant

As of December 31, 1999, each participant with at least 10 years of vesting service who had either attained age 50 or had 70 or more Points is a Grandfathered Participant.

In addition, each Officer with at least 10 years of Vesting Service and 65 Points, each Senior Vice President, and the CEO of Patti A. Clay Hospital is a Grandfathered Participant.

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Points

A participant's Points are the sum of his attained age and years of Vesting Service.

Accrued monthly benefit

Prior to 1989:

Projected normal retirement pension calculated using Average Monthly Compensation at December 31, 1988 and projected Credited Service at Normal Retirement Date, such amount multiplied by a fraction, the numerator of which is Credited Service at date of determination and the denominator of which is projected Credited Service at Normal Retirement Date.

After 1989:

Normal Retirement Benefit calculated using Average Monthly Compensation and Credited Service at date of determination. Average Monthly Compensation and Credited Service were frozen as of December 31, 2009.

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Pay credit account

At December 31, 1999, a Pay Credit Account was established for each active participant equal to the lump sum value of the December 31, 1999 Accrued Monthly Benefit using a 7% interest rate and the UP- 84 Mortality Table set back 3 years. The Pay Credit Account increases from year to year by Investment Credits and Pay Credits. No pay credits are earned after December 31, 2009. However, the Pay Credit Account continues to receive Investment Credits until a Participant commences his benefit.

Investment Credits

For each quarter, the Investment Credit rate is $(1+i)^{1/4}$, where "i" is the greater of 3.8% and the annual yield of 30-year Treasury securities as published for the second calendar month preceding the first day of the quarter.

Pay Credits prior to 2010

< 40 points	3% of pay
40-50 points	4%
50-60 points	5%
60-70 points	6%
70-80 points	7%
>80 points	8%

Pay credits after 2009

No Pay Credits are earned.

Pay Credit Benefit: The Pay Credit Account balance is projected to Normal Retirement Date using the Investment Credit Percentage applicable at the time the Accrued Monthly Benefit is being determined. It is then converted to a single life annuity using the Annual Applicable Interest Rate and Applicable Mortality Table in effect at that time. The Annual Applicable Interest Rate and the Annual Applicable Mortality Table are defined in IRC Section 417(e)(3)(C) and (B) respectively.

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Match credit account after 2008

A Participant's Match Credit Account balance shall not be increased by Match Credits with respect to any Plan Year following 2008. The Match Credit Account also continues to receive Investment Credits.

Match Credit Benefit: The Match Credit Account balance is projected to Normal Retirement Date using the Investment Credit Percentage applicable at the time the Accrued Monthly Benefit is being determined. It is then converted to a single life annuity using the Annual Applicable Interest Rate and Applicable Mortality Table in effect at that time. The Annual Applicable Interest Rate and the Annual Applicable Mortality Table are defined in IRC Section 417(e)(3)(C) and (B) respectively.

Match Credits prior to 2009

< 10 Years of Service	2%
10-15	3%
15-20	4%
20-25	5%
>25 years	6%

Pension Increases

None

Plan participants' contributions

None

Maximum limits on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes take effect.

Future Plan Changes

None

Changes in Benefits Valued Since Prior Year

None

SCHEDULE SB ATTACHMENTS

Retirement Plan for Employees of Memorial Health System of East Texas

Plan Provisions

Effective Date and Most Recent Amendment	The plan was originally effective May 1, 1976. The plan was restated last in 2012 and amended last on March 9, 2020.
Plan Year	The twelve-month period ending December 31.
Coverage and Participation	Participation is limited to participants in the plan as of December 31, 2003. All employees prior to December 31, 2003 were eligible to participate under the plan after one year of service. “Employee” means any person on the payroll whose wages are subject to withholding for the purposes of federal income tax. Note: If an employee meets the age requirement, but fails to complete 1,000 hours during the first year, participation will begin on the January 1 following the plan year in which 1,000 hours are completed.
Benefit Accrual Preservation Date	December 31, 2003. The plan was frozen to participation and benefit accruals after December 31, 2003.

Definitions

Credited Service	The number of years and completed months of service from date of hire to the earlier of date of termination or Benefit Accrual Preservation Date, adjusted for certain periods of unpaid absence.
Vesting Service	Total service from date of hire to date of termination, less any absence in excess of 12 months.
Final Average Monthly Compensation	The monthly average of the 5 consecutive years’ compensation out of the last 15 years at the earlier of the date of termination or the Benefit Accrual Preservation Date that gives the highest average. Compensation includes W-2 compensation plus any compensation deferred under a Section 125 or Section 401(k) plan. Compensation is limited to the pay limit as described in IRC Section 401(a)(17). The limit at Benefit Accrual Preservation Date is $200,000.

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Covered Compensation	A 35-year average of the Maximum Taxable Wages (MTW) under social security. The MTW is the annual limit on wages subject to the FICA tax for social security. The 35-year period ends with the year the employee reaches eligibility for an unreduced social security benefit (age 65, 66, or 67 depending on the year the employee was born). For years after the Benefit Accrual Preservation Date (2003) and prior to the end of the 35-year period, the MTW from the Benefit Accrual Preservation Date (2003) is used.
Accrued Benefits	The participant's Accrued Benefit at any given date is the Normal Retirement Benefit, based on the formulas below, the product of (a) the Final Average Monthly Compensation and monthly Covered Compensation determined as of the earlier of date of termination or the Benefit Accrual Preservation Date times (b) the ratio of Credited Service at the earlier of date of termination or Benefit Accrual Preservation Date to Credited Service at Normal Retirement Date. The Accrued Benefit was frozen for all participants as of December 31, 2003.

Eligibility for Benefits

Normal Retirement	First day of month coincident with or next following 65th birthday.
Early Retirement	Age 55 and 15 years of vested service.
Disability Benefit	Total and permanent disability of participant prior to Normal Retirement Date and 2 years of Vesting Service.
Vested Benefits Upon Termination of Service	A participant is 100% vested upon completion of 5 years of vesting service. However, all participants become 100% vested upon reaching age 65.
Preretirement Death	Two years of Vesting Service or after initial vesting date.

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal Retirement

The sum of A and B:

A. 1.30% of Final Average Monthly Compensation times Credited Service up to 40 years

and

B. 0.65% of Final Average Monthly Compensation in excess of monthly Covered Compensation times Credited Service up to 35 years.

Early Retirement

The sum of A and B:

A: 1.30% of Final Average Monthly Compensation determined at the Benefit Accrual Preservation Date times Credited Service at the Benefit Accrual Preservation Date up to 40 years multiplied by the appropriate Factor A reduction as shown below.

plus

B: 0.65% of Final Average Monthly Compensation determined at the Benefit Accrual Preservation Date in excess of monthly Covered Compensation times Credited Service at the Benefit Accrual Preservation Date up to 35 years multiplied by the appropriate Factor B reduction as shown below.

Age	Factor A*	Factor B
65	100.0%	100.0%
64	98.0%	93.3%
63	96.0%	86.7%
62	94.0%	80.0%
61	92.0%	73.3%
60	90.0%	66.7%
59	84.0%	63.3%
58	78.0%	60.0%
57	72.0%	56.7%
56	66.0%	53.3%
55	60.0%	50.0%

* 100% if the participant has both attained age 60 and completed 30 years of Credited Service at the Benefit Accrued Preservation Date.

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Late Retirement

For employees who accrue less than 40 hours of service in any calendar month and whose retirement occurs after the Normal Retirement Date, the late retirement income will be based on the greater of 1 and 2:

1. The Normal Retirement Benefit calculated using Credited Service and Final Average Monthly Compensation as of the Benefit Accrual Preservation Date, if earlier than the Late Retirement Date.
2. The income provided on an actuarially equivalent basis by the single-sum value of the retirement income payable as of Normal Retirement Date if earlier than the Benefit Accrued Preservation Date and if employment had then terminated, accumulated with interest to the later of the Benefit Accrual Preservation Date or the Annuity Starting Date.

All other employees who retire after the Normal Retirement Date will receive a Late Retirement Income equal to the Normal Retirement Benefit calculated using Credited Service and Final Average Monthly Compensation as of the Benefit Accrual Preservation Date if earlier than the Late Retirement Date.

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Disability Benefit

The monthly income that can be provided by the greater of A and B, but not less than C if eligible for Early Retirement Benefit as of the date of termination of service due to disability:

A. The present value of the Accrued Benefit as of the Benefit Accrual Preservation Date.

B. A multiple of the Final Average Monthly Compensation as of the Benefit Accrual Preservation Date. If the employee is at least age 45 and has completed 15 years of service, the multiple is 30; otherwise, the multiple is 12.

C. The monthly Early Retirement Benefit payable at the Disability Retirement Date.

This income is payable for life only.

The monthly benefit may not be greater than the retirement income the participant would receive if he remained in active employment at his rate of pay at the Benefit Accrual Preservation Date and retired.

Waiting Period: Benefits will not commence until the employee has been disabled for six months and has filed a request for disability benefits with the employer.

Vested Benefits Upon Termination of Service

The termination benefit is equal to the vested accrued benefit, payable in the normal form, commencing at Normal Retirement Date. Optionally, the participant may elect to receive an actuarially reduced benefit commencing prior to Normal Retirement Date. The participant may also elect to receive an actuarially reduced benefit in order to provide a death benefit for the period between termination and the date retirement payments commence. Such death benefit is equal to the actuarial present value of the deferred accrued benefit, determined as of the Benefit Accrual Preservation Date.

Preretirement death

The participant's beneficiary will receive an income payable for 10 years certain and life (other optional forms are available) that can be provided by the greater of A or B below:

A. The present value of the accrued benefit as of the Benefit Accrual Preservation Date.

B. The smaller of (1) or (2) below:

(1) A multiple of the Final Average Monthly Compensation. If the employee is at least age 45 and has completed 15 years of vesting service, the multiple is 30. Otherwise, the multiple is 12.

(2) 100 times the monthly retirement income the participant accrued as of the Benefit Accrual Preservation Date.

If death occurs after normal retirement but prior to actual retirement, the participant's beneficiary will receive a benefit equal in value to the Late Retirement Benefit described above that the participant would have received had he retired as of his date of death.

Other Plan Provisions

Forms of benefits

Automatic form for unmarried participants:

Life Annuity

Automatic form for married participants:

50% Joint and Survivor Annuity

Optional forms:

- 50%, 66-2/3%, and 75% Joint and Survivor Annuities
- 10 year certain and continuous annuity

However, if the present value of the life annuity benefit is less than or equal to $5,000, the benefit will be paid in the form of a lump sum distribution.

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Optional form conversion factors

- Interest – 7.0% per annum
- Mortality – UP 1984 mortality table

For conversion to a lump sum:

- Interest – Applicable 417(e)(3) interest rates from the November proceeding the annual stability period
- Mortality – Applicable 417(e)(3) mortality table

Special Provisions for Top-Heavy Plans

1. The plan is top heavy in any plan year that the value of accrued benefits for "Key Employees" (as defined in the Internal Revenue Code) is 60% or more of the total value of accrued benefits under the plan.
2. Vesting: For years that the plan is top heavy the minimum vesting percentage is equal to 20% after two years of vesting service, increasing by 20% per year until it is 100% after six years of vesting service.
3. Minimum Accrued Benefit: There is a minimum accrued benefit equal to 2% of five-year-average pay times the number of years of service after January 1, 1984, that the plan is top heavy, up to a maximum of ten years.
4. The plan is not currently top heavy.

Minimum Benefit

1. Eligibility: The employee must have been an active participant in the plan as of December 31, 1992.
2. Minimum Accrued Benefit: The participant's monthly Accrued Benefit shall not be less than that which was accrued as of December 31, 1992, under the terms of the plan in effect on that date.

SCHEDULE SB ATTACHMENTS

Special Provisions for Former Polk County Memorial Hospital Participants

1. Eligibility: The employee must have been hired before July 1, 1994.
2. Participation: The later of A and B:
   A. July 1, 1994
   B. Completion of at least 1,000 Hours of Service
3. Vesting Service: Vesting Service shall include Credited Service as defined in the Texas County and District Retirement System (TCDRS) as of July 1, 1994.
4. Credited Service: Credited Service shall include Credited Service as defined in the Texas County and District Retirement System (TCDRS) as of July 1, 1994.

Special Provisions for Former Memorial Health System of East Texas (MHSET)

1. Eligibility: The employee must have terminated on or about December 1, 1996 and performed housekeeping or food service functions for MHSET, and were subsequently employed by Marriott Management Services, Healthcare Services Division.
2. These employees are 100% Vested as of December 1, 1996.

SCHEDULE SB ATTACHMENTS

Special Provisions for Former Memorial Center – San Augustine

1. Eligibility: The employee must have been employed with Memorial Medical Center – San Augustine as of July 1, 1996.
2. Participation: If the employee has not previously terminated service with Memorial Medical Center – San Augustine, participation begins with the employee's original hire date at that facility. If the employee has terminated service with San Augustine, participation begins with the employee's hire date at Memorial.
3. Vesting Service: Vesting Service at Memorial Health System of East Texas (MHSET) shall begin with the later of A and B:
   A. July 1, 1996
   B. The employee's hire date at San Augustine if the employee has not previously terminated from San Augustine or the employee's hire date at Memorial if the employee has previously terminated from San Augustine.
4. Credited Service: Credited Service at MHSET shall begin with the later of A and B:
   A. July 1, 1996
   B. The employee's hire date at San Augustine if the employee has not previously terminated from San Augustine or the employee's hire date at Memorial if the employee has previously terminated from San Augustine.

Special Provisions for Former Memorial Health System of East Texas (Memorial)

1. Eligibility: The employee must have terminated on or about December 31, 1997 and were employed in the Medical Records Department of the Medical Transcription Department, and were subsequently employed by Transcend Services, Inc.
2. These employees are 100% Vested as of December 31, 1997.

Future Plan Changes

None

Changes in Plan Provisions Since Prior Year

None

SCHEDULE SB ATTACHMENTS

St. Luke's Health System Retirement Plan

Plan Provisions

Effective date	The plan was originally effective on May 1, 1962. The plan was most recently restated on January 1, 2013 and most recently amended on March 9, 2020.
Plan year	January 1 to December 31
Status of the plan	Participation was frozen as of October 1, 2015 and benefit accruals were frozen as of December 31, 2015.
Participation date	Covered employees are eligible to participate under the plan on the first October 1 or April 1 coincident with or next following the later of attaining age 21 and first anniversary of hire. If an employee does not complete 1,000 hours of service during first 12 months following employment but meets age requirement, participation will begin on the October 1 or April 1 coincident with or next following the Plan Year during which 1,000 hours are completed. Participation of Sugarland Hospital, Lakeside Hospital and Vintage Hospital employees did not commence until October 1, 2011. Employees hired between October 1, 2014 and April 1, 2015 became a participant on October 1, 2015 if they had 1,000 hours of service between October 1, 2014 and October 1, 2015. Employees hired on or after April 1, 2015 are not eligible to participate. Participation is frozen as of October 1, 2015.
Vesting service	One year of service is granted for each plan year beginning on or after October 1, 1989 in which the participant has 1,000 or more hours of service. Prior to October 1, 1989, service was granted under the terms of the plan then in effect. In the case of the short plan year (October 1, 2015 – December 31, 2015), one year's vesting service is granted if the participant worked at least one hour during this period. Actively employed participants on December 31, 2017 were fully vested.

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Cash Balance Benefit

Applicable interest rate

The effective annual interest rate on 30-year Treasury securities for the third month prior to the first day of the applicable Plan Year. In no event shall the interest rate used be less than 1.5% for any Plan Year

Service for salary credit determination

One year of service is granted for each plan year in which the participant worked at least 1,000 hours. In the case of the short plan year (October 1, 2015 – December 31, 2015), one year's service is granted if the participant worked at least one hour during this period. Hours worked while employed as a Supplemental Employee (e.g. PRN) after September 30, 2011 are excluded.

Cash balance account

A bookkeeping account corresponding to each member, reflecting the amount of the employer's obligation to the member at any given time.

Initial account balance

The actuarial equivalent of the accrued benefit as of October 1, 1998. Only participants as of October 1, 1998 have an initial account balance.

Contribution credits

A participant's cash balance account will be credited each plan year with an annual contribution credit equal to a percentage of the participant's pensionable earnings. Such percentage to be determined from the table below:

Years of salary credit	Percentage
0 to 4	3.5%
5 to 9	4.0%
10 to 14	4.5%
15 to 19	5.0%
20 to 24	5.5%
25 or more	6.0%

Supplemental employees receive no contribution credits. No contribution credits are given after December 31, 2015.

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Interest credits	A participant's cash balance account will be credited on the last day of each plan year with an interest credit equal to the Applicable interest rate.
Pensionable earnings	Base pay including any pre-tax Sections 125, 401(k), 408(k), 403(b), and 457(f) contributions
Accrued Benefit	The life annuity benefit payable to the member on his Normal Retirement Date, which can be provided by the actuarial equivalent of the Cash balance account. The accrued benefit of a member who elects to defer includes future interest credits. Grandfathered participants receive at a minimum the benefit described in the “Grandfathered benefit” section.

Grandfathered benefits

■ Eligibility	A participant who was actively employed continuously with at least five years vesting service on October 1, 1998
■ Benefit	The minimum benefit for grandfathered participants is equal to the sum of Part A and Part B: Part A: The greater of (i) and (ii): (i) The grandfathered minimum accrued benefit described below as of September 30, 2011 (ii) The benefit payable under the cash balance provisions earned through September 30, 2011, including future interest credits Part B: Benefits under the cash balance formula accrued after September 30, 2011.

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- **Credited service**

  Prior to May 1, 1982, a member received a service credit for each plan year.

  Prior to May 1, 1982, one year of service is granted for Full Time participants working at least 2,000 hours in each plan year. Part Time participants were granted ¾ of a year of service.

  After April 30, 1982, one year of service is granted for each plan year in which the participant has 2,000 or more hours of service; ¾ of a year of service if the participant had less than 2,000 but more than 1,500 hours of service; and ½ of a year of service if the participant had less than 1,500 but more than 1,000 hours of service.

  After October 1, 1989, but before October 1, 2011, one year of service is granted for each plan year in which the participant has 1,000 or more hours of service.

  A member shall receive service credits through September 30, 1989 based on the greater of (a) or (b):

  (a) (i) Vesting service as of May 1, 1988, plus

  (ii) 1/12 of one year of service for each month from May 1, 1988 to September 30, 1988, during which the member had completed one (1) hour of service, plus

  (iii) Vesting service for the year October 1, 1988 to September 30, 1989 (where 1 year of Vesting service was earned if the member had 1,000 hours of service.)

  (b) Credited service as of September 30, 1989 based on the Plan in effect on September 30, 1989.

  For the initial or terminal year of employment, a member shall receive a fractional service credit based on the above schedule and the actual number of months worked.

  Credited grandfathered service is frozen as of September 30, 2011.

- **Plan compensation**

  Total pay, including overtime premium, shift differential, call pay, etc.

  No compensation earned after September 30, 2011 will be reflected in the grandfathered benefit.

- **Monthly plan compensation**

  The monthly average of the highest five consecutive years of plan compensation, frozen as of September 30, 2011.

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■ Final average earnings	The monthly average of the last three consecutive years of plan compensation where each year's compensation is not to exceed the Social Security Taxable Wage Base for that year, frozen as of September 30, 2011.
■ Covered compensation	The average (without indexing) of the Social Security Wage Base in effect for each calendar year during the thirty-five (35) year period ending with the calendar year in which the member attains Social Security Retirement Age.
■ Grandfathered minimum accrued benefit	These provisions are based on the plan in effect on September 30, 1998. The benefit is the greater of (a) and (b): (a) 1.6% of Monthly plan compensation times Credited grandfathered service up to 30 years, less 0.5% of Final average earnings not in excess of Covered compensation times Credited grandfathered service up to 30 years (b) 2.0% of Monthly plan compensation at October 1, 1989 times Credited grandfathered service prior to October 1, 1989 up to 25 years, less 0.5 % of Final average earnings not in excess of Covered compensation times Credited grandfathered service prior to October 1, 1989 up to 25 years. plus the formula in (a) above, using only Credited grandfathered service after September 30, 1989, with total service not to exceed 30 years. The grandfathered benefit is frozen as of September 30, 2011.

Eligibility for Benefits

Normal retirement	Later of age 65 or completion of 5 years of plan participation
Early retirement	Attainment of age 55 and 10 years of vesting service
Late retirement	Separation from service after normal retirement

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Deferred vested grandfathered benefit	Completion of three years of vesting service
Disability	Total and permanent disability
Preretirement death benefit	Completion of three years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	The accrued benefit
Early retirement	The greater of (a) and (b): (a) The actuarial equivalent of the Part A(ii) cash balance account (b) The greater of the Part A(i) benefit reduced by 4% for each of the first 10 years by which early retirement precedes normal retirement, and reduced actuarially thereafter; and the actuarial equivalent of the Part A(ii) benefit plus, the actuarial equivalent of the Grandfathered Part B benefit.
Late retirement	The greater of (a) and (b): (a) the grandfathered benefit Part A benefit calculated as of the late retirement date (frozen as of September 30, 2011), plus the grandfathered Part B benefit as of the late retirement date. (b) the income provided by the value of the grandfathered Part A(i) benefit payable from normal retirement date through late retirement date, plus the grandfathered Part B benefit as of the late retirement date.
Deferred vested grandfathered benefit	The accrued benefit, actuarially reduced from Normal Retirement Date.

Disability

The accrued benefit as of the date of disability, commencing on the normal retirement date. A participant may elect early payment of the benefit, in which case the benefit is reduced actuarially.

For Grandfathered participants who elect to receive early payment of benefits, and if the Part A(i) benefit applies, the frozen Part A(i) benefit will be reduced by 4% for the first 10 years that commencement precedes normal retirement, and actuarially thereafter.

Preretirement death

- Before normal retirement: The participant's beneficiary will receive an income payable for life that can be provided by the actuarially equivalent value of the Accrued Benefit.

  For Grandfathered participants, the participant's beneficiary will receive no less than an income payable for life that can be provided by the present value of the Grandfathered benefit.

- After normal retirement: If death occurs after normal retirement but prior to actual retirement, the participant's beneficiary will receive a benefit equal in value to the Grandfathered Late Retirement Benefit described above that the participant would have received had he retired as of his date of death.

Other Plan Provisions

Forms of payment

- Automatic form for married participants: 50% joint and survivor annuity

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■ Optional forms	■ Lump sum ■ Life with 120 monthly payments guaranteed ■ Joint and contingent annuity, with continuation to a spouse between 50% and 100% of the participant's benefit. ■ Joint and survivor annuity, with continuation to a non-spouse beneficiary which is no more than 49% of the total actuarial value of the accrued benefit. ■ Joint and last survivor annuity, with 66 2/3% continuation to a spouse ■ Social Security Level Income The only distribution options available to a participant for payments commencing prior to the early retirement date are a joint and 50% contingent annuity, a lump sum payment, or a single life annuity (if not married.) Effective January 1, 2017, participants whose lump sum value of their vested accrued benefit does not exceed $5,000 will have the full value of their benefit automatically cashed out, with no further benefits due thereafter.
■ Optional form conversion factors	For optional forms of payment, excluding lump sum payments: ■ Interest: 30-year treasury rate for the third month prior to the first day of the plan year in which commencement occurs ■ Mortality: GAR94 Conversion factors for lump sum and Social Security Level Income option forms of payment: ■ Interest: Pension Protection Act specified yield curve segment rates for the third month preceding the quarter ■ Mortality: the table specified by the Pension Protection Act for 417(e)(3) forms of payment.
Pension Increases	None
Plan participants' contributions	Contributions by Employees, including rollover contributions from plans or individual retirement accounts, shall not be permitted.

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Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Future Plan Changes

None

Changes in Benefits Valued Since Prior Year

None

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Retirement Income Plan for Employees of Trinity East

Plan Provisions

Effective date

The plan was amended and restated effective December 31, 2017 to merge the following three plans:

- Retirement Income Plan for Employees of Trinity East – AFSCME/OPEIU (AFSCME)
- Retirement Income Plan for Employees of Trinity East – Ohio Nurses Association (Nurses)
- Retirement Income Plan for Employees of Trinity East – Non Union Employees (Non Union)

The plan was most recently amended on October 31, 2018.

Participation date

All employees who are Trinity East employees will participate after age 21 and one year of service, entering June 1 or December 1. Participation is frozen as of May 31, 2014 for the former Nurses and Non Union plans. Participation is frozen as of May 31, 2015 for the former AFSCME plan.

Status of the plan

Benefit accruals are frozen effective May 31, 2014 for the former Nurses and Non Union plans; and frozen effective May 31, 2015 for the former AFSCME plan. Transition benefits are provided to certain participants for five years.

Type of plan

Career average

Definitions

Vesting service

Total number of plan years during which an employee has been credited with at least 1,000 hours of service from the first day of the plan year in which the later of date of hire and age 18 occur.

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Credited service	A year of Credited Service is a plan year in which a participant completes 2,080 hours or a plan year in which a participant completes at least 1,000 hours but less than 2,080 and receives a fractional portion of a year's credit. Credited Service in excess of 40 years will be excluded.
Pensionable earnings	The basic rate of pay of April 1 of preceding calendar year, expressed on a full-time (2,080 hours) basis.

Eligibility for Benefits

Normal retirement	Age 65
Early retirement	Age 55
Late retirement	Retirement after age 65
Deferred vested	Eligible at any age
Disability	None
Pre-retirement death	Eligible at any age

Benefits Paid Upon the Following Events

Normal retirement

Accrued benefit varies by former plan

Former Nurses and Non Union plans

The monthly normal retirement benefit is equal to 1/12th of the sum of the following annual additions based on Pensionable Earnings and Credited Service for each plan year:

(a) June 1, 1962 – May 31, 1965;
$36 per year of service plus 1.50% of earnings in excess of $4,800.

(b) June 1, 1965 – May 31, 1989;
$36 per year of service plus 1.75% of earnings in excess of $4,800.

(c) June 1, 1989 – May 31, 1992;
1.27% of earnings up to $10,000 plus 1.75% of earnings in excess of $10,000. If service is greater than 54 years, 1.27% of earnings.

(d) June 1, 1992 – May 31, 1994;
1.50% of earnings up to $10,000 plus 2.00% of earnings in excess of $10,000. If service is greater than 54 years, 1.50% of earnings.

(e) June 1, 1994 – May 31, 2014;
1.75% of earnings up to $10,000 plus 2.00% of earnings in excess of $10,000. If service is greater than 54 years, 1.75% of earnings.

Accruals under the career average formula above are frozen as of May 31, 2014. Thereafter, participants who satisfy eligibility for transition benefits, for whom age plus service as of May 31, 2014 total more than 55 (and who have accrued at least five years of service excluding certain named officers) accrue a 5% per year increase to the accrued benefit for up to five years (stopping upon termination), prorated monthly for credited service of less than one year.

Former AFSCME plan

The monthly normal retirement benefit is equal to 1/12th of the sum of the following annual additions based on Pensionable Earnings and Credited Service for each plan year:

(a) June 1, 1962 – May 31, 1965;
$36 per year of service plus 1.50% of earnings in excess of $4,800.

(b) June 1, 1965 – May 31, 1989;
$36 per year of service plus 1.75% of earnings in excess of $4,800.

(c) June 1, 1989 – May 31, 1992;
1.27% of earnings up to $10,000 plus 1.75% of earnings in excess of $10,000. If service is greater than 54 years, 1.27% of earnings.

(d) June 1, 1992 – May 31, 2015;
1.50% of earnings up to $10,000 plus 2.00% of earnings in excess of $10,000. If service is greater than 54 years, 1.50% of earnings.

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	Accruals under the career average formula above are frozen as of May 31, 2015. Thereafter, participants who satisfy eligibility for transition benefits, for whom age plus service as of May 31, 2015 total more than 55 (and who have accrued at least five years of service excluding certain named officers) accrue a 5% per year increase to the accrued benefit for up to five years (stopping upon termination), prorated monthly for credited service of less than one year. For all participants, the monthly normal retirement benefit may never be less than $4.80 for each year of Credited Service up to and including 25 years. Also, in no event will the accrued benefit be less than it was as of May 31, 1989. Other minimum benefits related to years of service that apply to employees retiring at or beyond normal retirement age are detailed in the plan document.
Early retirement	Accrued benefit is reduced by 1/180th for each of the first 60 months and 1/360th for each month of the next 60 months that the early retirement date precedes the normal retirement date
Late retirement	If a participant attained age 65 prior to June 1, 1988, the greater of the accrued benefit at normal retirement increased by 8% per year for each year the late retirement date follows the normal retirement date and the accrued benefit at the time of actual retirement. For any other participant who retires on a late retirement date, the greater of the accrued benefit at the time of late retirement, or the accrued benefit as of the normal retirement date increased actuarially through the date that the suspension of benefits notice was provided.
In-service Distributions	If the participant has attained Normal Retirement Age while continuing to be employed, they may elect to commence receipt of their retirement benefits.
Deferred vested	Accrued benefit payable at the participant's normal retirement or, if paid at age 55 reduced as for Early retirement. If commencing prior to age 55, actuarially reduced.
Disability	None

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Pre-retirement death	If a participant that is married for at least 1 year dies prior to commencing benefits, the surviving spouse will receive his or her portion of a 50% Joint and Survivor annuity beginning on the date the participant would have been eligible for early retirement or in the month of death, if later. Effective December 1, 1994, the same benefit was added for unmarried participants for the former Nurses and Non Union plans.
Post-retirement death	The surviving spouse shall be entitled to any benefits due under the form of benefit elected by participant upon retirement.

Other Plan Provisions

Forms of benefits

Automatic form for unmarried participants:

Life Annuity

Automatic form for married participants:

50% Joint and Survivor Annuity

Optional forms:

- 50%, 75%, and 100% Joint and Survivor Annuities
- 10 year Certain and Continuous Annuity, AFSCME only
- 5, 10, 15, or 20 year Certain and Continuous Annuity for the former Nurses and Non Union plans.
- Social security adjustment option
- Lump sum option if present value is less than $50,000.

However, if the present value of the life annuity benefit is less than or equal to $5,000, the benefit will be paid in the form of a lump sum distribution.

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Optional form conversion factors	For other than lump sum benefits, Social security adjustment option, and benefits related to a Qualified Domestic Relations Order, the following assumptions shall apply: ■ Interest – 6.0% per annum ■ Mortality – RP-2000 Combined Healthy Table projected to 2008, Unisex (50/50 blend). For purposes of determining the present value of any Actuarially Equivalent lump sum benefit payable: ■ Interest – The adjusted segment rates for the month of November preceding the first day of the plan year. ■ Mortality – The mortality table specified for the plan year under Code Section 430(h)(3)(A).
Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually.

Future Plan Changes

None.

Changes in Benefits Valued Since Prior Year

None.

See

Audited Financial

Statements

For

Schedule of Assets Held

(Schedule H 4i)