

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2023

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 01/05/2023

- A This return/report is for: a multiemployer plan, a multiple-employer plan, a single-employer plan, a DFE (specify), the first return/report, the final return/report, an amended return/report, a short plan year return/report (less than 12 months)
B This return/report is:
C If the plan is a collectively-bargained plan, check here.
D Check box if filing under: 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: GRAND ISLAND REGIONAL MEDICAL CENTER 401(K) PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/2020
2a Plan sponsor's name (employer, if for a single-employer plan): GRAND ISLAND REGIONAL MEDICAL CENTER
2b Employer Identification Number (EIN): 35-2621082
2c Plan Sponsor's telephone number: 308-379-3571
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.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2023) v. 230707

|  |  |     |
|--|--|-----|
| <b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor   | <b>3b</b> Administrator's EIN              |     |
|  | <b>3c</b> Administrator's telephone number |     |
| <b>4</b> 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:<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name   | <b>4b</b> EIN                              |     |
|  | <b>4d</b> PN                               |     |
| <b>5</b> Total number of participants at the beginning of the plan year  | <b>5</b>                                   | 316 |
| <b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).<br><b>a(1)</b> Total number of active participants at the beginning of the plan year .....<br><b>a(2)</b> Total number of active participants at the end of the plan year .....<br><b>b</b> Retired or separated participants receiving benefits .....<br><b>c</b> Other retired or separated participants entitled to future benefits .....<br><b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> . .....<br><b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits .....<br><b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> . .....<br><b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....<br><b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....<br><b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested..... | <b>6a(1)</b>                               | 158 |
|  | <b>6a(2)</b>                               | 0   |
|  | <b>6b</b>                                  | 0   |
|  | <b>6c</b>                                  | 0   |
|  | <b>6d</b>                                  | 0   |
|  | <b>6e</b>                                  | 0   |
|  | <b>6f</b>                                  | 0   |
|  | <b>6g(1)</b>                               | 347 |
| <b>6g(2)</b>   | 0  |     |
| <b>6h</b>  | 0  |     |
| <b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....  | <b>7</b>                                   |     |

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:  
 2A 2E 2F 2G 2J 2K 2T 3D

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

|   |   |
|---|---|
| <b>9a</b> Plan funding arrangement (check all that apply)               | <b>9b</b> Plan benefit arrangement (check all that apply)               |
| (1) <input type="checkbox"/> Insurance                                  | (1) <input type="checkbox"/> Insurance                                  |
| (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts | (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts |
| (3) <input checked="" type="checkbox"/> Trust                           | (3) <input checked="" type="checkbox"/> Trust                           |
| (4) <input type="checkbox"/> General assets of the sponsor              | (4) <input type="checkbox"/> 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
  - (4)  **DCG** (Individual Plan Information) – Number Attached \_\_\_\_\_
  - (5)  **MEP** (Multiple-Employer Retirement Plan Information)

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

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

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**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.

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**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 2023 Form M-1 annual report. If the plan was not required to file the 2023 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 \_\_\_\_\_

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|  |  |  |
|--|--|--|
| <b>SCHEDULE H</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Financial Information</b><br><br>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).<br><br><b>▶ File as an attachment to Form 5500.</b> | <small>OMB No. 1210-0110</small><br><br><b>2023</b><br><br><b>This Form is Open to Public Inspection</b> |
|--|--|--|

For calendar plan year 2023 or fiscal plan year beginning **01/01/2023** and ending **01/05/2023**

|  |  |            |
|--|--|------------|
| <b>A</b> Name of plan<br><b>GRAND ISLAND REGIONAL MEDICAL CENTER 401(K) PLAN</b>                             | <b>B</b> Three-digit plan number (PN) ▶                            | <b>001</b> |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><b>GRAND ISLAND REGIONAL MEDICAL CENTER</b> | <b>D</b> Employer Identification Number (EIN)<br><b>35-2621082</b> |            |

|               |                                      |
|---------------|--------------------------------------|
| <b>Part I</b> | <b>Asset and Liability Statement</b> |
|---------------|--------------------------------------|

**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.

|  |                 | (a) Beginning of Year | (b) End of Year |
|--|-----------------|-----------------------|-----------------|
| <b>Assets</b>  |                 |                       |                 |
| <b>a</b> Total noninterest-bearing cash .....  | <b>1a</b>       |                       |                 |
| <b>b</b> Receivables (less allowance for doubtful accounts):                                       |                 |                       |                 |
| <b>(1)</b> Employer contributions .....  | <b>1b(1)</b>    |                       |                 |
| <b>(2)</b> Participant contributions .....   | <b>1b(2)</b>    |                       |                 |
| <b>(3)</b> Other .....   | <b>1b(3)</b>    |                       |                 |
| <b>c</b> General investments:  |                 |                       |                 |
| <b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....   | <b>1c(1)</b>    | 2449                  | 0               |
| <b>(2)</b> U.S. Government securities .....  | <b>1c(2)</b>    |                       |                 |
| <b>(3)</b> Corporate debt instruments (other than employer securities):                            |                 |                       |                 |
| <b>(A)</b> Preferred .....   | <b>1c(3)(A)</b> |                       |                 |
| <b>(B)</b> All other .....   | <b>1c(3)(B)</b> |                       |                 |
| <b>(4)</b> Corporate stocks (other than employer securities):                                      |                 |                       |                 |
| <b>(A)</b> Preferred .....   | <b>1c(4)(A)</b> |                       |                 |
| <b>(B)</b> Common .....  | <b>1c(4)(B)</b> |                       |                 |
| <b>(5)</b> Partnership/joint venture interests .....   | <b>1c(5)</b>    |                       |                 |
| <b>(6)</b> Real estate (other than employer real property) .....                                   | <b>1c(6)</b>    |                       |                 |
| <b>(7)</b> Loans (other than to participants) .....  | <b>1c(7)</b>    |                       |                 |
| <b>(8)</b> Participant loans .....   | <b>1c(8)</b>    |                       |                 |
| <b>(9)</b> Value of interest in common/collective trusts .....                                     | <b>1c(9)</b>    |                       |                 |
| <b>(10)</b> Value of interest in pooled separate accounts .....                                    | <b>1c(10)</b>   |                       |                 |
| <b>(11)</b> Value of interest in master trust investment accounts .....                            | <b>1c(11)</b>   |                       |                 |
| <b>(12)</b> Value of interest in 103-12 investment entities .....                                  | <b>1c(12)</b>   |                       |                 |
| <b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....        | <b>1c(13)</b>   | 5627071               | 0               |
| <b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) ..... | <b>1c(14)</b>   |                       |                 |
| <b>(15)</b> Other .....  | <b>1c(15)</b>   |                       |                 |

| 1d Employer-related investments:                                   |       | (a) Beginning of Year | (b) End of Year |
|--|-------|-----------------------|-----------------|
| (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    | 5629520               | 0               |
| <b>Liabilities</b>   |       |                       |                 |
| g Benefit claims payable .....                                     | 1g    |                       |                 |
| h Operating payables .....   | 1h    |                       |                 |
| i Acquisition indebtedness .....                                   | 1i    |                       |                 |
| j Other liabilities .....  | 1j    |                       |                 |
| k Total liabilities (add all amounts in lines 1g through 1j) ..... | 1k    | 0                     | 0               |
| <b>Net Assets</b>  |       |                       |                 |
| l Net assets (subtract line 1k from line 1f) .....                 | 1l    | 5629520               | 0               |

**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.

| <b>Income</b>   |          | (a) Amount | (b) Total |
|---|----------|------------|-----------|
| <b>a Contributions:</b>   |          |            |           |
| (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>b Earnings on investments:</b>   |          |            |           |
| (1) Interest:   |          |            |           |
| (A) Interest-bearing cash (including money market accounts and certificates of deposit) ..... | 2b(1)(A) |            |           |
| (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) |            |           |
| (G) Total interest. Add lines 2b(1)(A) through (F) .....                                      | 2b(1)(G) |            | 0         |
| (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) | 1762       |           |
| (D) Total dividends. Add lines 2b(2)(A), (B), and (C) .....                                   | 2b(2)(D) |            | 1762      |
| (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) |            |           |
| (5) Unrealized appreciation (depreciation) of assets:   |          |            |           |
| (A) Real estate .....   | 2b(5)(A) |            |           |
| (B) Other .....   | 2b(5)(B) |            |           |
| (C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B) .....                 | 2b(5)(C) |            |           |

|   |               | (a) Amount | (b) Total |
|---|---------------|------------|-----------|
| (6) Net investment gain (loss) from common/collective trusts.....                               | <b>2b(6)</b>  |            |           |
| (7) Net investment gain (loss) from pooled separate accounts.....                               | <b>2b(7)</b>  |            |           |
| (8) Net investment gain (loss) from master trust investment accounts.....                       | <b>2b(8)</b>  |            |           |
| (9) Net investment gain (loss) from 103-12 investment entities.....                             | <b>2b(9)</b>  |            |           |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) ..... | <b>2b(10)</b> |            | -5080     |
| <b>c</b> Other income .....   | <b>2c</b>     |            |           |
| <b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....        | <b>2d</b>     |            | -3318     |

**Expenses**

|   |               |  |   |
|---|---------------|--|---|
| <b>e</b> Benefit payment and payments to provide benefits:                                  |               |  |   |
| (1) Directly to participants or beneficiaries, including direct rollovers .....             | <b>2e(1)</b>  |  |   |
| (2) To insurance carriers for the provision of benefits.....                                | <b>2e(2)</b>  |  |   |
| (3) Other.....  | <b>2e(3)</b>  |  |   |
| (4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....                 | <b>2e(4)</b>  |  | 0 |
| <b>f</b> Corrective distributions (see instructions).....                                   | <b>2f</b>     |  |   |
| <b>g</b> Certain deemed distributions of participant loans (see instructions) .....         | <b>2g</b>     |  |   |
| <b>h</b> Interest expense .....   | <b>2h</b>     |  |   |
| <b>i</b> Administrative expenses:   |               |  |   |
| (1) Salaries and allowances.....  | <b>2i(1)</b>  |  |   |
| (2) Contract administrator fees.....  | <b>2i(2)</b>  |  |   |
| (3) Recordkeeping fees.....   | <b>2i(3)</b>  |  |   |
| (4) IQPA audit fees.....  | <b>2i(4)</b>  |  |   |
| (5) Investment advisory and investment management fees .....                                | <b>2i(5)</b>  |  |   |
| (6) Bank or trust company trustee/custodial fees .....                                      | <b>2i(6)</b>  |  |   |
| (7) Actuarial fees .....  | <b>2i(7)</b>  |  |   |
| (8) Legal fees .....  | <b>2i(8)</b>  |  |   |
| (9) Valuation/appraisal fees .....  | <b>2i(9)</b>  |  |   |
| (10) Other trustee fees and expenses .....  | <b>2i(10)</b> |  |   |
| (11) Other expenses .....   | <b>2i(11)</b> |  |   |
| (12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....        | <b>2i(12)</b> |  | 0 |
| <b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total ..... | <b>2j</b>     |  | 0 |

**Net Income and Reconciliation**

|   |              |  |         |
|---|--------------|--|---------|
| <b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> ..... | <b>2k</b>    |  | -3318   |
| <b>l</b> Transfers of assets:   |              |  |         |
| (1) To this plan .....  | <b>2l(1)</b> |  |         |
| (2) From this plan .....  | <b>2l(2)</b> |  | 5626202 |

**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)  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)  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: EIDE BAILLY LLP

(2) EIN: 45-0250958

**d** The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1)  This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

|  | Yes                                 | No                                  | Amount |
|--|-------------------------------------|-------------------------------------|--------|
| <b>a</b> 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.)                 | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | 79884  |
| <b>b</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.) | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |        |
| <b>c</b> 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.)   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |        |
| <b>d</b> 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.)  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |        |
| <b>e</b> Was this plan covered by a fidelity bond?   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | 500000 |
| <b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |        |
| <b>g</b> 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?   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |        |
| <b>h</b> 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?   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |        |
| <b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |        |
| <b>j</b> 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.)   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |        |
| <b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |        |
| <b>l</b> Has the plan failed to provide any benefit when due under the plan?   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |        |
| <b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |        |
| <b>n</b> 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.  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |        |

**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.)

| <b>5b(1)</b> Name of plan(s)         | <b>5b(2)</b> EIN(s) | <b>5b(3)</b> PN(s) |
|--------------------------------------|---------------------|--------------------|
| BRYAN HEALTH RETIREMENT SAVINGS PLAN | 36-3414823          | 002                |
|                                      |                     |                    |
|                                      |                     |                    |
|                                      |                     |                    |

**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 \_\_\_\_\_.

Financial Statements

January 5, 2023, December 31, 2022 and 2021

**Grand Island Regional Medical Center  
401(k) Plan**

# Grand Island Regional Medical Center 401(k) Plan

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December 31, 2022 and 2021

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## Independent Auditor's Report

To the Plan Administrator and Management of  
Grand Island Regional Medical Center 401(k) Plan  
Grand Island, Nebraska

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

We have performed audits of the financial statements of Grand Island Regional Medical Center 401(k) 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 January 5, 2023, December 31, 2022 and 2021, and the related statements of changes in net assets available for benefits for the period ended January 5, 2023 and the year ended December 31, 2022, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's 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 (DOL) 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of January 5, 2023, December 31, 2022 and 2021, and for period ended January 5, 2023 and the year ended December 31, 2022, stating that the certified investment information, as described in Note 3 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 (U.S. GAAP).
- 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).

### **Emphasis of Matter – Plan Merger**

As discussed in Note 10 to the financial statements, the Board of Directors of Grand Island Regional Medical Center, the Plan's sponsor, voted on December 23, 2022, to merge the Plan into the Bryan Health Retirement Savings Plan effective January 5, 2023. All Plan assets were transferred to the control of the Bryan Health Retirement Savings Plan on January 5, 2023. Our opinion has not been modified with respect to this matter.

### **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.

### **Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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 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.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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 U. S. GAAP.

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 U.S. GAAP.

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.

## Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedule H, line 4i – schedule of assets held at end of year as of December 31, 2022 and schedule H, line 4a – schedule of delinquent participant contributions as of or for the period ended January 5, 2023 and year ended December 31, 2022, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL'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 audits 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 DOL'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 DOL'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).

*Eide Bailly LLP*

Omaha, Nebraska  
November 10, 2025

Grand Island Regional Medical Center 401(k) Plan  
 Statements of Net Assets Available for Benefits  
 January 5, 2023, December 31, 2022 and 2021

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|   | <u>January 5,<br/>2023</u> | <u>December 31,<br/>2022</u> | <u>December 31,<br/>2021</u> |
|---|----------------------------|------------------------------|------------------------------|
| Assets                                      |                            |                              |                              |
| Cash, noninterest bearing                   | \$ -                       | \$ -                         | \$ 158                       |
| Investments, at fair value                  | -                          | 5,629,520                    | 4,762,960                    |
| Corrective contributions receivable         | <u>103,200</u>             | <u>103,200</u>               | <u>-</u>                     |
| Total assets                                | 103,200                    | 5,732,720                    | 4,763,118                    |
| Liabilities                                 |                            |                              |                              |
| Due to Bryan Health Retirement Savings Plan | <u>103,200</u>             | <u>-</u>                     | <u>-</u>                     |
| Net Assets Available for Benefits           | <u><u>\$ -</u></u>         | <u><u>\$ 5,732,720</u></u>   | <u><u>\$ 4,763,118</u></u>   |

Grand Island Regional Medical Center 401(k) Plan  
 Statements of Changes in Net Assets Available for Benefits  
 Period Ended January 5, 2023 and Year Ended December 31, 2022

|  | Period ended<br>January 5,<br>2023 | Year ended<br>December 31,<br>2022 |
|--|------------------------------------|------------------------------------|
| Additions (Reductions)                                       |                                    |                                    |
| Investment income (loss)                                     |                                    |                                    |
| Net (depreciation) appreciation in fair value of investments | \$ (5,080)                         | \$ (1,088,522)                     |
| Interest and dividends                                       | 1,762                              | 105,222                            |
|  | (3,318)                            | (983,300)                          |
| Contributions  |                                    |                                    |
| Employer   | -                                  | 632,992                            |
| Employee   | -                                  | 1,040,112                          |
| Rollovers  | -                                  | 591,157                            |
| Corrective contributions                                     | -                                  | 103,200                            |
|  | -                                  | 2,367,461                          |
| Total (reductions) additions                                 | (3,318)                            | 1,384,161                          |
| Deductions   |                                    |                                    |
| Benefits paid to participants                                | -                                  | 347,024                            |
| Administrative expenses                                      | -                                  | 67,535                             |
| Total deductions   | -                                  | 414,559                            |
| Net (Decrease) Increase                                      | (3,318)                            | 969,602                            |
| Transfer to Bryan Health Retirement Savings Plan             | (5,729,402)                        | -                                  |
| Net Assets Available for Benefits                            |                                    |                                    |
| Beginning of year  | 5,732,720                          | 4,763,118                          |
| End of year  | \$ -                               | \$ 5,732,720                       |

## **Note 1 - Description of Plan**

The following description of the Grand Island Regional Medical Center 401(k) Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

### **General**

The Plan is a defined contribution plan covering qualified employees of Grand Island Regional Medical Center (Employer). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Board of Directors of the Employer is responsible for oversight of the Plan. The Plan Administrator determines the appropriateness of the Plan's investment offerings, and monitors investment performance.

### **Eligibility**

Employees, as defined by the Plan, become eligible to make participant deferrals and receive Employer contributions after attaining age 21 and completing 96 hours of service in a 1-month period. If the service requirement is not met in the first consecutive period of months, eligibility requirements revert to completion of 1,000 hours of service during the applicable eligibility computation period. In addition, to be eligible to receive Employer discretionary non-elective contributions an employee is required to complete 1,000 hours of service in the Plan year and must be employed on the last day of the Plan year, except in the event of death, disability, or attainment of the normal retirement date.

### **Entry Date**

The entry dates to make deferrals and receive Employer contributions are the first day of the calendar month coinciding with or next following the date the eligibility requirements are met.

### **Contributions**

Contributions made to the Plan are as follows:

Employee Contributions – Each year, employees may elect to make contributions of their pre-tax or post-tax annual compensation, as defined in the Plan. The Plan includes an auto-enrollment provision. Employees are automatically enrolled in the Plan unless they affirmatively choose not to participate in the Plan. Automatically enrolled employees have their deferral rate set at 3% of compensation and their contributions invested in a designated fund until changed by the employee. The automatic deferral rate will automatically escalate by 1% each year up to a maximum of 10% of compensation. Employees who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified plans (rollover).

Employer Safe Harbor Matching Contributions – The Employer contributes a safe harbor matching contribution equal to 200% on up to 1% of the participant's compensation and 50% of contributions in excess of 1% but does not exceed 6% of compensation.

Employer Discretionary Matching Contributions – The Employer may contribute a discretionary matching contribution. The matching contribution formula is a discretionary amount allocated as a uniform percentage of matched employee contributions. There was no discretionary matching contributions contributed to the Plan during 2023 or 2022.

Employer Discretionary Non-Elective Contributions – The Plan allows for discretionary non-elective contributions in an amount to be determined annually by the Employer. The contribution is allocated to each group in a manner determined by the Employer. Each eligible participant is considered one group. There was no discretionary non-elective contribution contributed to the Plan during 2023 or 2022.

Contributions are subject to certain Internal Revenue Code (IRC) limits.

### **Participant Accounts**

Each participant's account is credited with the participant's contributions and the Employer safe harbor contributions, as well as allocations of the Employer discretionary contributions and Plan earnings (losses). Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant's compensation, account balances or specific participant transactions, as defined by the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

### **Investment Options**

Upon enrollment to the Plan, a participant may direct deferrals and employer contributions in any of the funds offered by the Plan. Participants may change their investment options daily.

### **Vesting**

Participants are immediately and fully vested in their contributions (including rollovers) plus actual earnings (losses) thereon. Vesting in Employer discretionary matching and discretionary non-elective contributions and actual earnings (losses) thereon is based on years of service according to the following schedule:

| <u>Credited Years<br/>of Service</u> | <u>Percentage of<br/>Account Vested</u> |
|--------------------------------------|---|
| Less than 2 years                    | 0%                                      |
| 2 years                              | 20%                                     |
| 3 years                              | 40%                                     |
| 4 years                              | 60%                                     |
| 5 years                              | 80%                                     |
| 6 or more years                      | 100%                                    |

## Grand Island Regional Medical Center 401(k) Plan

Notes to Financial Statements

January 5, 2023, December 31, 2022 and 2021

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Vesting in Employer safe harbor matching contributions and actual earnings (losses) thereon is based on years of service according to the following schedule:

| <u>Credited Years<br/>of Service</u> | <u>Percentage of<br/>Account Vested</u> |
|--------------------------------------|---|
| Less than 2 years                    | 0%                                      |
| 2 or more years                      | 100%                                    |

Separate provisions apply in the event of death or disability of the participant or when the participant reaches early retirement age.

### **Forfeitures**

At January 5, 2023, December 31, 2022 and 2021, forfeited non-vested accounts totaled \$0, \$2,451 and \$17,526, respectively. These accounts will be used to reduce future Employer contributions or offset Plan expenses. During the period ended January 5, 2023 and year ended December 31, 2022, Employer contributions were reduced by \$0 and \$45,642, respectively, from forfeited non-vested accounts.

### **Payment of Benefits**

Participants may elect to receive either a lump-sum amount equal to the value of their vested interest as defined in the Plan document upon retirement, termination of service, death or disability. Partial payments or installments are only permitted to satisfy required minimum distribution rules. A terminated participant with a balance of less than \$1,000 may be automatically paid out by the Plan upon termination. Any terminated participants with a balance between \$1,000 and \$5,000 can still be automatically paid out if their balance is rolled into a qualified Individual Retirement Account. Distributions may be made at the participant's election prior to termination upon attainment of normal or early retirement age or hardship as defined in the Plan document.

### **Plan Termination**

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA. In the event of Plan termination, participants would become 100% vested in their employer contributions.

### **Financial Statement Presentation**

These financial statements include as of and for the year ended December 31, 2022, and as of December 31, 2021 and the period ended January 5, 2023. The Plan elected to defer the filings of its financial statements with the Form 5500 for the year ended December 31, 2022, as permitted by 29 CFR 2520.104-50, since the following Plan period ended January 5, 2023, is a short year of seven months or less. Accordingly, the Plan has included statements of net assets as of January 5, 2023, December 31, 2022, and December 31, 2021, along with statements of changes in net assets for the period ended January 5, 2023, and year ended December 31, 2022, as required by Department of Labor (DOL) regulations when such election is made.

## **Note 2 - Significant Accounting Policies**

### **Basis of Accounting**

The financial statements of the Plan are prepared on the accrual basis of accounting.

### **Use of Estimates**

The preparation of the financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results may differ from those estimates.

### **Investment Valuation and Income Recognition**

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan Administrator determines the Plan's valuation policies utilizing information provided by the investment advisers, custodian, trustee and third-party administrator. See Note 4 for discussion of fair value measurement.

Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Interest income is recorded on the accrual basis. Net depreciation includes the Plan's gains and losses on investments bought and sold as well as those held during the period ended January 5, 2023, and year ended December 31, 2022.

The classification of investment earnings (losses) reported in the statement of changes in net assets available for benefits may differ from the classification of earnings (losses) on Form 5500 due to different reporting requirements on Form 5500.

### **Contributions**

Participant contributions and the related Employer contributions are recorded in the year in which the employee contributions are withheld from compensation.

### **Payment of Benefits**

Benefit payments to participants are recorded upon distribution.

### **Expense**

The Plan's expenses are paid by either the Plan or the Employer, as provided by the Plan document. Expenses that are paid directly by the Employer are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits. In addition, certain investment-related expenses are included in net depreciation in fair value of investments presented in the accompanying statement of changes in net assets available for benefits. Certain administrative functions are performed by officers or employees of the Employer. No such officer or employee receives compensation from the Plan.

### **Subsequent Events**

The Plan Administrator has evaluated subsequent events through November 10, 2025, the date which the financial statements were available to be issued.

### **Note 3 - Certified Information**

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments held at January 5, 2023, December 31, 2022 and 2021, and net depreciation in fair value of investments, interest and dividends, for the period ended January 5, 2023 and year ended December 31, 2022, was obtained by management and agreed to or derived from information certified as complete and accurate by Matrix Trust Company (the custodian of the Plan).

### **Note 4 - Fair Value Measurements**

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820 are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 – Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

# Grand Island Regional Medical Center 401(k) Plan

Notes to Financial Statements

January 5, 2023, December 31, 2022 and 2021

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2022 and 2021.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Interest-bearing cash: Valued at the carrying amount which approximates fair value due to the short-term nature.

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2022 and 2021:

|                           | 2022         |         |         |              |
|---------------------------|--------------|---------|---------|--------------|
|                           | Level 1      | Level 2 | Level 3 | Total        |
| Mutual funds              | \$ 5,627,071 | \$ -    | \$ -    | \$ 5,627,071 |
| Interest-bearing cash     | 2,449        | -       | -       | 2,449        |
| Investments at fair value | \$ 5,629,520 | \$ -    | \$ -    | \$ 5,629,520 |
|                           | 2021         |         |         |              |
|                           | Level 1      | Level 2 | Level 3 | Total        |
| Mutual funds              | \$ 4,745,434 | \$ -    | \$ -    | \$ 4,745,434 |
| Interest-bearing cash     | 17,526       | -       | -       | 17,526       |
| Investments at fair value | \$ 4,762,960 | \$ -    | \$ -    | \$ 4,762,960 |

## Note 5 - Tax Status

The Plan uses a pre-approved plan document sponsored by Vestwell Holdings, Inc, which received an opinion letter from the Internal Revenue Service (IRS), dated March 14, 2022, stating that the pre-approved document satisfies the applicable provisions of the IRC. The Plan's management believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

During the 2023 Plan period, and 2022 and 2021 Plan years, the Plan had certain operational and administrative issues occur. In order to prevent the Plan from incurring a qualification defect, the Plan's Sponsor will take the necessary corrective action in accordance with the acceptable correction methods of the Employee Plans Compliance Resolution System (EPCRS). The Plan Sponsor is in the process of taking necessary corrective steps. Corrective contributions and corrective contributions receivable have been recognized as disclosed in the accompanying financial statements pertaining to these issues. The Plan Sponsor believes the Plan has maintained its tax-exempt status. Therefore, no provision for income taxes has been included in the Plan's financial statements.

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

#### **Note 6 - Party-in-Interest Transactions**

As described in Note 2, the Plan paid certain expenses related to Plan operations and investment activity to various service providers. These transactions are exempt party-in-interest transactions under ERISA.

#### **Note 7 - Risk and Uncertainties**

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or global conflict. 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 participants' account balances and the amounts reported in the statement of net assets available for benefits. Furthermore, the Plan's investment in the iShares Core S&P Total U.S. Stock Market ETF comprised approximately 0%, 42% and 43% of investments held as of January 5, 2023, December 31, 2022 and 2021, respectively.

#### **Note 8 - Prohibited Transactions**

During Plan years ended December 31, 2022 and 2021, the Plan Sponsor inadvertently failed to deposit \$120,006 and \$40,438, respectively, of participant contributions within the required timeframe as stated by DOL regulations. The Plan Sponsor intends to deposit lost earnings to correct this failure. The DOL considers late deposits to be prohibited transactions. The Plan Sponsor will file Form 5330 and pay applicable excise taxes to the IRS. The correction and any excise taxes, if applicable, will be made from the Plan Sponsor's assets and not from assets of the Plan.

#### **Note 9 - Plan Amendments**

Effective December 15, 2022, the Plan was amended to replace the corporate trustee with Vestwell Trust Company, LLC. In conjunction with this agreement and amendment, the Plan replaced the existing pre-approved IRS opinion letter with a prototype plan opinion letter sponsored by Vestwell Holdings, Inc which received an opinion letter dated March 14, 2022 as to the prototype plan's qualified status.

## Grand Island Regional Medical Center 401(k) Plan

Notes to Financial Statements

January 5, 2023, December 31, 2022 and 2021

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### Note 10 - Plan Merger

Effective January 1, 2022, Grand Island Regional Medical Center became an affiliate of Bryan Health. Effective December 31, 2022 the Board of Directors of Grand Island Regional Medical Center elected to freeze participation in, and contributions to, the Plan and elected to become a participating company in the Bryan Health Retirement Savings Plan effective January 1, 2023. Effective January 5, 2023 the Board of Directors entered into an agreement to merge all assets of the Plan into the Bryan Health Retirement Savings Plan and as a result, net assets of \$5,729,402, were transferred to the control of the Bryan Health Retirement Savings Plan.

### Note 11 - Reconciliation of Financial Statements to Form 5500

There were no reconciling items between the financial statements and the Form 5500 for the year ended December 31, 2021. The following is a reconciliation of net assets available for benefits per the financial statements at January 5, 2023 and December 31, 2022 to Form 5500:

|  | January 5,<br>2023 | December 31,<br>2022 |
|--|--------------------|----------------------|
| Net assets available for benefits per the financial statements | \$ -               | \$ 5,732,720         |
| Corrective contributions receivable                            | (103,200)          | (103,200)            |
| Due to Bryan Health Retirement Savings Plan                    | 103,200            | -                    |
| Net assets available for benefit per the Form 5500             | \$ -               | \$ 5,629,520         |

The following is a reconciliation of contributions per the financial statements for the period ended January 5, 2023 and for the year ended December 31, 2022 to Form 5500:

|  | Period ended<br>January 5,<br>2023 | Year ended<br>December 31,<br>2022 |
|--|------------------------------------|------------------------------------|
| Total contributions per the financial statements | \$ -                               | \$ 2,367,461                       |
| Less: corrective contributions receivable        | -                                  | (103,200)                          |
| Total contributions per the Form 5500            | \$ -                               | \$ 2,264,261                       |

The following is a reconciliation of transfers from this Plan per the financial statements for the period ended January 5, 2023 and for the year ended December 31, 2022 to Form 5500:

|   | Period ended<br>January 5,<br>2023 | Year ended<br>December 31,<br>2022 |
|---|------------------------------------|------------------------------------|
| Total transfers from this Plan per the financial statements | \$ 5,729,402                       | \$ -                               |
| Less: Due to Bryan Health Retirement Savings Plan           | (103,200)                          | -                                  |
| Total transfers from this Plan per the Form 5500            | \$ 5,626,202                       | \$ -                               |

Supplementary Information

January 5, 2023 and December 31, 2022

# Grand Island Regional Medical Center 401(k) Plan

## Grand Island Regional Medical Center 401(k) Plan

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

Year Ended December 31, 2022

EIN: 35-2621082

Plan Number: 001

| (a)   | (b)   | (c)  | (d)                 | (e) |
|---|---|------|---------------------|-----|
| Identity of Issue<br>Borrower, Lessor<br>or Similar Party | Description of Investment,<br>Including Maturity Date,<br>Rate of Interest, Collateral,<br>Par, or Maturity Value | Cost | Current Value       |     |
| iShares   | iShares Core S&P Total U.S. Stock Market ETF  | N/A  | \$ 2,373,706        |     |
| Charles Schwab  | Schwab International Equity ETF   | N/A  | 1,081,604           |     |
| Charles Schwab  | Schwab U.S. Aggregate Bond ETF  | N/A  | 659,613             |     |
| iShares   | iShares MSCI USA Quality Factor ETF   | N/A  | 506,475             |     |
| Vanguard  | Vanguard Information Technology Index Fund  | N/A  | 314,555             |     |
| Charles Schwab  | Schwab Emerging Markets Equity ETF  | N/A  | 241,774             |     |
| Charles Schwab  | Schwab U.S. Large-Cap Growth ETF  | N/A  | 63,905              |     |
| Vanguard  | Vanguard Large Cap Index Fund   | N/A  | 60,778              |     |
| Vanguard  | Vanguard Short-Term Inflation-Protected<br>Securities Index Fund  | N/A  | 43,299              |     |
| iShares   | iShares Core S&P Small-Cap ETF  | N/A  | 41,330              |     |
| Vanguard  | Vanguard Value Index Fund   | N/A  | 37,687              |     |
| VanEck  | VanEck Fallen Angel High Yield Bond ETF   | N/A  | 34,302              |     |
| Vanguard  | Vanguard Emerging Markets Stock Index Fund  | N/A  | 27,814              |     |
| SPDR State Street   | SPDR S&P 600 Small Cap Value ETF  | N/A  | 25,544              |     |
| Charles Schwab  | Schwab U.S. Broad Market ETF  | N/A  | 20,487              |     |
| Vanguard  | Vanguard Balanced Index Fund  | N/A  | 20,451              |     |
| SPDR State Street   | SPDR Bloomberg 1-10 Year TIPS ETF   | N/A  | 18,347              |     |
| iShares   | iShares Core Total USD Bond Market ETF  | N/A  | 17,870              |     |
| Vanguard  | Vanguard Total World Stock Index Fund   | N/A  | 7,423               |     |
| iShares   | iShares Core U.S. Aggregate Bond ETF  | N/A  | 6,384               |     |
| iShares   | iShares Broad USD High Yield Corporate Bond ETF   | N/A  | 4,406               |     |
| SPDR State Street   | SPDR S&P 600 Small Cap Growth ETF   | N/A  | 3,882               |     |
| iShares   | iShares Aaa - A Rated Corporate Bond ETF  | N/A  | 3,874               |     |
| Vanguard  | Vanguard Federal Money Market Fund Investor   | N/A  | 3,220               |     |
| Citibank  | Lincoln – Citibank MMkt   | N/A  | 2,449               |     |
| Charles Schwab  | Schwab Short-Term U.S. Treasury ETF   | N/A  | 2,435               |     |
| iShares   | iShares Short Treasury Bond ETF   | N/A  | 2,385               |     |
| Vanguard  | Vanguard Short-Term Treasury Index Fund ETF Shares  | N/A  | 2,356               |     |
| Vanguard  | Vanguard FTSE All-World ex-US Small Capital Index Fund  | N/A  | 1,165               |     |
|   |   |      | <u>\$ 5,629,520</u> |     |

N/A - Not applicable for participant-directed plan.

Grand Island Regional Medical Center 401(k) Plan  
 Schedule H, Line 4a – Schedule of Delinquent Participant Contributions  
 Period Ended January 5, 2023  
 Plan Number: 001

EIN: 35-2621082

Total that Constitute Nonexempt Prohibited Transactions

|  | <u>Late Participant<br/>Loan Repayments<br/>are Included<br/>(Yes/No)</u> | <u>Contributions<br/>Not Corrected</u> | <u>Contributions<br/>Corrected<br/>Outside VFCP</u> | <u>Contributions<br/>Pending<br/>Correction<br/>in VFCP</u> | <u>Total Fully<br/>Corrected Under<br/>VFCP and<br/>PTE 2002-51</u> |
|--|---|--|---|---|---|
| Participant contributions<br>transferred late<br>to the Plan<br>2022 | No  | \$ 79,884 *                            | \$ -  | \$ -  | \$ -  |

\* Amount represents late contributions during the 2022 Plan year. The contributions were remitted during 2022. The Plan Sponsor is in the process of filing Form 5330 and correcting lost earnings.

Grand Island Regional Medical Center 401(k) Plan  
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions  
Year Ended December 31, 2022  
Plan Number: 001

EIN: 35-2621082

Total that Constitute Nonexempt Prohibited Transactions

|  | <u>Late Participant<br/>Loan Repayments<br/>are Included<br/>(Yes/No)</u> | <u>Contributions<br/>Not Corrected</u> | <u>Contributions<br/>Corrected<br/>Outside VFCP</u> | <u>Contributions<br/>Pending<br/>Correction<br/>in VFCP</u> | <u>Total Fully<br/>Corrected Under<br/>VFCP and<br/>PTE 2002-51</u> |
|--|---|--|---|---|---|
| Participant contributions<br>transferred late<br>to the Plan |   |  |   |   |   |
| 2022   | No  | \$ 79,884 *                            | \$ 40,122 **  | \$ -  | \$ -  |
| 2021   | No  | \$ -                                   | \$ 40,438 ***                                       | \$ -  | \$ -  |

\* Amount represents late contributions during the 2022 Plan year. The contributions were remitted during 2022. The Plan Sponsor is in the process of filing Form 5330 and correcting lost earnings.

\*\* Amount represents late contributions during the 2022 Plan year. The contributions were remitted during 2022. Lost earnings were fully corrected during the 2022 Plan year.

\*\*\* Amount represents late contributions during the 2021 Plan year. The contributions were remitted during 2021. Lost earnings were fully corrected during the 2022 Plan year.