

## Summary of Material Modifications to the Trinity Health Corporation Welfare Benefit Plan



This Summary of Material Modifications (“SMM”) describes changes made to the Summary Plan Description (“SPD”) for the Trinity Health Corporation Welfare Benefit Plan (the “Plan”). These changes clarify what portions of the Short Term Disability Program under the Plan are subject to the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

**Please keep this SMM with your copy of the SPD, as the following language supersedes the corresponding provisions in the SPD.**

Footnote 1 on Page 2 of your 2022 SPD for the Plan is modified to read as follows:

Short-term disability coverage for some Employers is insured by a third-party insurance company (e.g., St. Mary’s Athens and Holy Cross Fort Lauderdale). Also, if you are eligible for a State’s mandatory short-term or temporary disability coverage (e.g., California, Hawaii, New Jersey, New York and Rhode Island), you will be eligible for that coverage and, if the Short Term Disability Program under the Plan would provide benefits in excess of that coverage, you may be eligible for the excess coverage from the Short Term Disability Program under the Plan. Please refer to the documents for the Short Term Disability Program for additional information.

The first paragraph under “About this Summary” on Page 2 of your 2022 SPD for the Plan is modified to read as follows:

This booklet is a summary plan description (“**Summary**”) prepared in compliance with ERISA. This Summary, including the Appendices and incorporated documents that constitute part of this Summary, provides a general explanation of the Plan. The incorporated documents include the booklets and certificate and evidence of coverage documents for the Benefit Programs. The Plan, together with each benefit, other than the Cafeteria Plan portions of the Plan, the dependent care flexible spending account program, the HSA Program, and the self-funded portion of the Short Term Disability Program, is intended to constitute an “employee welfare benefit plan,” as defined in ERISA. While we have tried to describe the Plan as completely and accurately as possible, due to the relatively brief nature of this Summary and the complexity of the Plan document, some details may not have been described or have been described only briefly.