

2026 CHSMG Plan

Frequently Asked Questions

ABOUT THE PLAN

The CHSMG Plan formerly called the CPN Plan, is a retirement savings plan under Code Section 401(a) that allows participants to maximize the tax-favored benefits available through qualified retirement plans. Other key features include:

- Contributions and investment earnings are tax-deferred until the benefit is distributed
- Participants have the flexibility to direct the investment of the account
- Vesting is immediate
- The balance can roll over to an IRA or other retirement plan

ELIGIBILITY

Q1: Who is eligible to participate in the CHSMG Plan?

You are eligible to participate in the CHSMG Plan (the “Plan”) if you meet the criteria below as of January 1 of the plan year; participants may not opt out:

1. A physician or dentist employed by Atrium Health Medical Group or Atrium Health
2. Completed primary residency three or more years ago
3. Work at least 16 scheduled hours per week

Note – See Q3

Q2: Who is a “grandfathered” participant, in connection with the change to the Plan in 2018?

You are a “grandfathered” participant if you received contributions to the Plan in 2017. You remain “grandfathered” as long as you continuously satisfy the Plan participation criteria (see above).

CONTRIBUTIONS

Q3: How are contributions determined?

For those with prior year earnings of at least \$270,000 (\$185,000 for grandfathered participants), contributions are 6% of current earnings, subject to an annual contribution limit. Prior year earnings are based on the 12-month period from October 1 to September 30 prior to each January 1 enrollment (or annualized earnings, if not 12 months). Earnings include base salary, true-ups, incentive compensation and other earnings eligible for 401(k).

Q4: When do contributions begin?

You are automatically enrolled in the Plan effective January 1 after you meet the participation criteria. Contributions begin with the first paycheck after you are enrolled, and are generally deposited into your account monthly until you reach your maximum contribution amount for the year.

Q5: What is the limit on annual contributions that can be made to the Plan?

The CHSMG Plan is a qualified plan. The tax law applies limits to both the amount of contributions and the amount of your earnings that can be recognized. For purposes of the Plan:

Earnings Limit. Once your earnings reach the limit (\$360,000 in 2026), no further contributions will be made to your account for the calendar year.

IRS Contribution Limit. Annual contributions to the CHSMG Plan and the 401(k) Retirement Savings Plan are subject to a combined annual limit; this limit includes both your contributions and Atrium Health contributions. The combined annual limit for 2026 is \$72,000. [Note: Contributions to the Atrium Health 457(b), Restoration Plan credits, and catch-up contributions do not count toward the annual limit.]

To ensure the combined IRS contribution limit is not exceeded, the CHSMG Plan limits contributions to your account based on all potential contributions (yours and Atrium Health) that may be made to your 401(k) account. (See page 2 for example.) These limits might change from year to year based on 1) tax law limit changes and 2) your service-based Atrium Health contribution (“performance-based contribution”) to the 401(k) plan. Participants will be notified of their CHSMG Plan contribution limit prior to the beginning of each year.

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CONTRIBUTIONS (EXAMPLE)

Example: A participant meeting the 401(k) IRS earnings limit of \$360,000 (2026).

Annual combined contribution limit – 2026:	\$72,000
Eligible 401(k) participant contribution	-\$24,500
401(k) match at 3%	-\$10,800
401(k) Non-elective of 3%	-\$10,800
Available for CHSMG Plan contribution – 2026 (6% of 2026 IRS Earnings Limit)	\$21,600

Q6: How do contributions impact my pay?

Contributions to the Plan are generally an offset to incentive or true-up payments. Please see the CHSMG Plan Administration Document for more information.

ACCOUNT

Q7: How does my account balance work?

Your account balance reflects contributions and the earnings / losses of your investment choices. The investment options mirror the investment options available through the 401(k) Retirement Savings Plan.

Q8: What if I do not make an investment election?

If you do not make an investment election, your account will be invested in a JPMorgan SmartRetirement investment fund option, based upon your expected retirement date, until you make a different election.

Q9: How often can I change my investment elections?

Similar to the 401(k) Retirement Savings Plan, you can change your investment elections daily. Your account will be valued every day the financial markets are open.

Q10: When do contributions vest?

Contributions and any investment earnings are always 100% vested.

Q11: Can I take a loan or withdrawal from the Plan, like I can from my 401(k)?

Federal tax rules for this Plan do not permit loans from your account.

If you reach age 62 and are actively employed at Atrium Health, you can choose to receive an in-service distribution from your CHSMG Plan account.

BENEFIT PAYMENTS AND TAXATION

Q12: How and when are benefits paid and taxed?

Contributions to the Plan and related earnings are tax-deferred until your benefit is paid. When you leave Atrium Health, you can receive your account balance in a lump-sum payment; alternatively, you can roll over your account balance to an IRA or another plan. If you die before receiving your benefit, your benefit will be paid to your designated beneficiary(ies).

Information

Visit totalrewards.org or contact Empower Retirement at **888-224-0203**.

Contact HR Service Center | Phone: **704-631-1500**

This document is intended to answer questions around certain features of the CHSMG Plan. The Plan document will prevail in the event of any differences between this information, or any other summary or participant communications, relative to the CHSMG Plan. The Plan does not establish a contract of employment or guarantee continued employment between you and Atrium Health. Atrium Health has the right to amend, modify, terminate or discontinue the Plan; however, no amendment or termination of the Plan will reduce your account balance, determined as of the date of such amendment or termination.