



OneOncology is pleased to offer a comprehensive retirement plan benefits program. Just as we believe that all patients deserve access to the latest cancer research and treatment, we are equally committed to ensuring that all our Doctors, Clinicians and staff have the resources and support they need to achieve their retirement goals and secure a financially sound future.

Our retirement program includes two main components: a 401(k) Profit Sharing Plan and a Cash Balance Plan. The OneOncology, LLC OneRewards 401(k) Plan empowers all team members to take control of their retirement savings by contributing a portion of their salary while the Employer provides a contribution to amplify their efforts. Additionally, our Cash Balance Plan provides Doctors and executive staff a unique avenue for building retirement wealth, combining elements of a traditional pension plan with features resembling a 401(k).

OneOncology, LLC OneRewards Retirement Plan Summary

Eligibility:

- 401(k) Deferrals & Safe Harbor Contributions: 2 months of service, monthly entry
- Profit Sharing Contributions: 12 months of service, monthly entry

To encourage participation in the Plan, staff are automatically enrolled at a 3% pre-tax deferral rate if no affirmative election or opt out is made upon reaching eligibility.

Plan Contributions:

- 401(k) Deferrals including pre-tax and Roth up to the IRS contribution limits.
- 3% Employer Safe Harbor Contribution annually
- 2% Employer Profit Sharing annually. Vesting for Profit Sharing contributions is 20% per year.

Investment Offering:

OneOncology's Investment Committee engages with an independent Registered Investment Advisor, HUB Retirement & Wealth Management, to oversee the plan's investment offerings. The strategic partnership ensures that the selected mutual funds are appropriate, low cost and meet performance standards. The investment menu is thoughtfully designed to cater to a diverse range of risk tolerances and investment preferences, empowering our staff to make informed decisions aligned with their individual retirement objectives.

OneOncology Cash Balance Pension Plan

Eligibility:

- Doctors and executive non-clinical staff members

Plan Contributions:

- The benefit is deposited by each Employer annually.
- The required annual contribution dollar amount is determined by an Enrolled Actuary from Sentinel Group.



- There is a minimum of a three year commitment to participating in the Cash Balance Plan.

Earnings & Investments:

Each year the Cash Balance account is credited with a hypothetical earnings rate based on the 30-year U.S. Treasury Bill. OneOncology's Investment Committee, in partnership with HUB Retirement & Wealth Management, direct all assets of the Cash Balance Plan. The objective is to perform in-line with the treasury rate to ensure the plan meets the minimum funding standards. The annual performance of the assets will affect the amount of contribution due.

Illustration of Contribution Amounts into the Retirement Plan Program

The Cash Balance Plan in combination with the 401(k)/Profit Sharing Plan will allow the Partners*, a select group of Doctors and certain Executive Management** employees to receive one of the different amounts listed below***.

- **Option # 1** - You will be able to contribute as much as **\$39,000** by contributing \$22,500 in the 401(k) Plan with Employee Deferrals (additional \$7,500 if over age 50) plus a 3% Safe Harbor/2% Profit Sharing of \$16,500 – No Cash Balance
- **Option #2** - You will be able to contribute as much as **\$66,000** by contributing \$22,500 in the 401(k) Plan with Employee Deferrals (additional \$7,500 if over age 50) plus a 3% Safe Harbor/2% Profit Sharing and Discretionary Profit Share totaling \$43,500 – this would include maximizing the profit share with an additional discretionary amount of \$27,000 – No Cash Balance
- **Option #3** - You will be able to contribute as much as **\$130,000** by contributing \$22,500 in the 401(k) Plan with Employee Deferrals (additional \$7,500 if over age 50) plus a 3% Safe Harbor/2% Profit Sharing and Discretionary Profit Share totaling \$43,500 plus \$64,000 (or 35% of compensation, if less) in the Cash Balance Plan
- **Option #4** - You will be able to contribute as much as **\$148,000** by contributing \$22,500/year in the 401(k) Plan with Employee Deferrals (additional \$7,500 if over age 50) plus a 3% Safe Harbor/2% Profit Sharing of \$16,500 (No additional ER Profit Share) plus a Cash Balance Plan contribution of \$109,000 (or 35% of compensation, if less).

**(Partners who are incorporated as a Sub S entity must make sure that they take enough W-2 Compensation throughout the year as Sub S distributions are not "pension plan" eligible. Only compensation subject to payroll taxes can be used in qualified retirement plans)*

*** (1099 Employees who are Independent Contractors are not eligible for the One Oncology Plan. They may be entitled to establish their own retirement plan on their own)*

****The illustration is based on 2023 limits. Contributions are subject to non-discrimination testing and potential future increases/decreases.*

	Option #1	Option #2	Option #3	Option #4
<u>401(k) Plan</u>				
<u>Employee Contributions</u>				
Elective deferral	\$22,500	\$22,500	\$22,500	\$22,500
Catch-up(if over age 50) = additional \$7,500				



Employer Contributions

Safe Harbor 3% (up to \$330k earnings)	\$9,900	\$9,900	\$9,900	\$9,900
2% Profit Sharing (up to \$330k earnings)	\$6,600	\$6,600	\$6,600	\$6,600
Maximum additional Profit Sharing	<u>\$0</u>	<u>\$27,000</u>	<u>\$27,000</u>	<u>\$0</u>
401(k) Safe Harbor/Profit Sharing Plan Totals	\$39,000	\$66,000	\$66,000	\$39,000
 <u>Cash Balance Plan</u>	 \$0	 \$0	 \$64,000	 \$109,000
 Retirement Plan Totals	 \$39,000	 \$66,000	 \$130,000	 \$148,000