THIRD AMENDMENT TO THE
HACKLEY HOSPITAL
RETIREE HEALTH REIMBURSEMENT PLAN

Background Information

A. Mercy Health Partners ("Employer") maintains the Hackley Hospital Retiree Health Reimbursement Plan ("Plan") for the benefit of eligible collectively bargained colleagues (and their beneficiaries) of the Employer.

B. The Employer is a wholly-owned subsidiary of Trinity Health Corporation ("Trinity Health").

C. The Board of Directors of Trinity Health and Catholic Health Ministries, Trinity Health's sponsor, delegated to the Trinity Health Benefits Committee ("Benefits Committee") the responsibility to assist in the administration of all plans of Trinity Health and its related and affiliated entities that are not employee benefit plans intended to qualify as "Church Plans" exempt from the requirements of the Employee Retirement Income Security Act of 1974, ("ERISA"), including the Plan, to the extent that such responsibility does not detract from the Benefits Committee's principal purpose of administration and oversight of the employee benefit plans intended to qualify as "Church Plans" exempt from the requirements of the ERISA, and, consistent with that responsibility, to approve and adopt certain Plan amendments, as set forth in the Benefits Committee's Charter.

D. In accordance with its delegated authority and Section 10.1 of the Plan, and consistent with the Agreement between Mercy Health Partners and Michigan Nurses Association ("Agreement"), the Benefits Committee desires to amend the Plan to clarify that employment covered under the Agreement in a per diem employment status is not "Covered Employment" for purposes of the Plan.

Third Amendment to the Plan

The Plan is hereby amended as follows, effective as of January 1, 2020:

1. The second sentence of Section 3.2 of the Plan, "Covered Employment," is hereby deleted in its entirety and replaced with the following:

"Covered Employment excludes employment as: an Employee who is not a member of group listed in Schedule B, a Leased Employee, an Employee covered by a collective bargaining agreement under which the Employer has engaged in good faith negotiations and is not required to contribute to this Plan, an Employee of a Related Employer, a Self-Employed Individual, a 2% or more shareholder of the Employer if the Employer is an S Corporation, a person who is classified by the Employer as other than an Employee even if it is later determined for any purpose that the classification is incorrect, and a per diem employee."

2. All other provisions of the Plan shall remain unchanged.

TRINITY HEALTH BENEFITS COMMITTEE

By: Jeanette Franck

Title: Trinity Health Senior Vice President, Total Rewards

Date: July 17, 2020

2022