

# REQUIRED SUPPLEMENTARY INFORMATION

(UNAUDITED)

## PENSION PLANS

### Sparrow Health

Changes in the reported net pension liability for the year ended June 30, 2023 are summarized as follows (amounts in thousands):

<b>Total Pension Liability</b>	
Service cost	\$ 4,429
Interest cost	44,648
Changes in assumptions	14,896
Differences between expected and actual plan experiences	2,143
Benefits payments	(40,456)
Net change in total pension liability	25,660
Total pension liability, end of year	\$ 691,217
<b>Plan Fiduciary Net Position</b>	
Benefit payments	\$ (40,456)
Contributions from the employer	10,674
Administrative expenses	(8,743)
Net investment income:	
Expected investment earnings	55,935
Differences between expected and actual investment earnings	(168,265)
Net change in plan fiduciary net position	(150,855)
Plan fiduciary net position, end of year	\$ 675,577
Net pension liability, end of year	\$ 15,640
Plan fiduciary net position as a percentage of the total pension liability	98%

Employer contributions in relation to actuarially determined contributions for the year ended June 30 are as follows (in thousands):

	Employer Contributions*	Actuarially Determined Contributions	Excess Contributions
2023	\$ 4,611	\$ -	\$ 4,611

\* Reflects no employer contributions after June 30 of the prior fiscal year

Significant methods and assumptions used to calculate the actuarially determined contributions for the year ended June 30, 2023 are as follows:

<i>Actuarially determined contributions</i>	The plan is subject to funding requirements under the provisions of ERISA and the Pension Protection Act of 2006 (including MAP-21, HATFA, BBA, ARPA and IJJA). The actuarially determined contributions represent the IRC Section 430 minimum required contributions.										
<i>Contributions in relation to actuarially determined contributions</i>	Under IRC Section 430, the due date to pay minimum required contributions for the plan year is generally 8½ months after the end of the plan year. For the plan years ended December 31, contributions are due by September 15 of the following year.										
<i>Actuarial cost method</i>	Unit credit method										
<i>Asset valuation method</i>	24-month smoothed value of assets										
<i>Interest rate</i>	<table border="1"> <thead> <tr> <th></th> <th>First Segment Rate</th> <th>Second Segment Rate</th> <th>Third Segment Rate</th> <th>Effective Rate</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>4.75%</td> <td>5.18%</td> <td>5.92%</td> <td>5.43%</td> </tr> </tbody> </table>		First Segment Rate	Second Segment Rate	Third Segment Rate	Effective Rate	2023	4.75%	5.18%	5.92%	5.43%
	First Segment Rate	Second Segment Rate	Third Segment Rate	Effective Rate							
2023	4.75%	5.18%	5.92%	5.43%							
<i>Mortality</i>	Tables prescribed by the Secretary of Treasury.										

# REQUIRED SUPPLEMENTARY INFORMATION

(UNAUDITED)

## PENSION PLANS, CONTINUED

### UMH-West

Changes in the reported net pension liability for the years ended June 30 are summarized as follows (amounts in thousands):

	2023	2022	2021	2020
<b>Total Pension Liability</b>				
Interest Cost	\$ 4,569	\$ 4,543	\$ 4,687	\$ 4,957
Changes in assumptions	165	89	(3,540)	3,713
Differences between expected and actual plan experience	1,394	989	(1,662)	(124)
Benefit payments	(7,374)	(5,598)	(7,714)	(6,791)
Net change in total pension liability	(1,246)	23	(8,229)	1,755
Total pension liability, end of year	\$ 66,512	\$ 67,758	\$ 67,735	\$ 75,964
<b>Plan Fiduciary Net Position</b>				
Benefit payments	\$ (7,374)	\$ (5,598)	\$ (7,714)	\$ (6,791)
Contributions from the employer	1,781	891	900	1,244
Administrative expenses	(147)	(76)		
Net investment income:				
Expected investment earnings	5,314	4,997	4,797	5,205
Differences between expected and actual investment earnings	(23,044)	16,162	(1,137)	426
Net change in plan fiduciary net position	(23,470)	16,376	(3,154)	84
Plan fiduciary net position, end of year	\$ 66,963	\$ 90,433	\$ 74,057	\$ 77,211
Net pension liability, end of year	\$ (451)	\$ (22,675)	\$ (6,322)	\$ (1,247)
Plan fiduciary net position as a percentage of the total pension liability	101%	133%	109%	102%

	2019	2018	2017
<b>Total Pension Liability</b>			
Interest Cost	\$ 4,930	\$ 5,013	\$ 4,482
Changes in assumptions	(273)	(822)	(24,906)
Differences between expected and actual plan experience	1,361	(767)	2,067
Benefit payments	(4,489)	(4,712)	(4,089)
Net change in total pension liability	1,529	(1,288)	(22,446)
Total pension liability, end of year	\$ 74,209	\$ 72,680	\$ 73,968
<b>Plan Fiduciary Net Position</b>			
Benefit payments	\$ (4,489)	\$ (4,712)	\$ (4,089)
Contributions from the employer	1,047	2,171	2,903
Administrative expenses			
Net investment income:			
Expected investment earnings	5,234	4,848	3,166
Differences between expected and actual investment earnings	(1,168)	3,664	1,316
Net change in plan fiduciary net position	624	5,971	3,296
Plan fiduciary net position, end of year	\$ 77,127	\$ 76,503	\$ 70,532
Net pension liability, end of year	\$ (2,918)	\$ (3,823)	\$ 3,436
Plan fiduciary net position as a percentage of the total pension liability	104%	105%	95%

# REQUIRED SUPPLEMENTARY INFORMATION

(UNAUDITED)

## PENSION PLANS, CONTINUED

Employer contributions in relation to actuarially determined contributions for the years ended June 30 are as follows (in thousands):

	Employer Contributions*	Actuarially Determined Contributions	Excess (Deficient) Contributions
2023	\$ 445	\$ -	\$ 445
2022	\$ 1,781	\$ -	\$ 1,781
2021	\$ 891	\$ 2,133	\$ (1,242)
2020	\$ 900	\$ 1,336	\$ (436)
2019	\$ 1,244	\$ 393	\$ 851
2018	\$ 1,047	\$ 1,622	\$ (575)
2017	\$ 2,171	\$ 1,754	\$ 417

\* Reflects no employer contributions after April 30 of the prior fiscal year

Significant methods and assumptions used to calculate the actuarially determined contributions for the years ended June 30 are as follows:

<i>Actuarially determined contributions</i>	The plan is subject to funding requirements under the provisions of ERISA and the Pension Protection Act of 2006 (including MAP-21, HATFA, BBA, ARPA and IJJA). The actuarially determined contributions represent the IRC Section 430 minimum required contributions.			
<i>Contributions in relation to actuarially determined contributions</i>	Under IRC Section 430, the due date to pay minimum required contributions for the plan year is generally 8½ months after the end of the plan year. For the plan years ended September 30, contributions are due by June 15 of the following year.			
<i>Actuarial cost method</i>	Unit credit method			
<i>Asset valuation method</i>	24-month smoothed value of assets			
<i>Interest rate</i>	First Segment Rate	Second Segment Rate	Third Segment Rate	Effective Rate
	2023	2022	2021	2020
	4.75%	4.75%	3.74%	3.92%
	2019	2018	2017	
	4.16%	4.16%	4.43%	
	5.36%	5.50%	5.35%	5.52%
	6.11%	6.27%	6.11%	6.29%
	5.61%	5.76%	5.57%	5.73%
	6.48%	6.48%	6.65%	6.13%
<i>Mortality</i>	Tables prescribed by the Secretary of Treasury.			

## POSTEMPLOYMENT BENEFITS

The historical reconciliation of the reported total liability for postemployment benefits obligations for the years ended June 30 is summarized as follows (amounts in thousands):

	2023	2022	2021	2020
Service cost	\$ 197,945	\$ 213,029	\$ 151,925	\$ 134,115
Interest cost	96,059	101,166	125,421	124,023
Changes in assumptions	(790,355)	(368,216)	731,220	154,777
Differences between expected and actual plan experience	12,421	35,115	18,776	38,230
Benefit payments	(97,354)	(95,581)	(92,684)	(87,712)
Net change	\$ (581,284)	\$ (114,487)	\$ 934,658	\$ 363,433
Total liability, end of year	\$ 3,716,375	\$ 4,297,659	\$ 4,412,146	\$ 3,477,488
Covered employee payroll	\$ 4,889,673	\$ 4,502,421	\$ 4,255,709	\$ 4,214,627
Total liability as a percentage of covered employee payroll	76%	95%	104%	83%

	2019	2018	2017
Service cost	\$ 141,933	\$ 143,787	\$ 122,073
Interest cost	121,800	94,153	108,561
Changes in assumptions	(383,315)	(107,874)	255,041
Differences between expected and actual plan experience	17,535	52,721	14,028
Benefit payments	(87,638)	(77,374)	(72,302)
Net change	\$ (189,685)	\$ 105,413	\$ 427,401
Total liability, end of year	\$ 3,114,055	\$ 3,303,740	\$ 3,198,327
Covered employee payroll	\$ 4,013,983	\$ 3,792,553	\$ 3,568,918
Total liability as a percentage of covered employee payroll	78%	87%	90%

Discount rates used in determining the reported total liability for postemployment benefits obligations at June 30 are as follows:

2023	3.54%
2022	2.16%
2021	2.21%
2020	3.50%
2019	3.87%
2018	3.58%
2017	2.85%