



Connecting your health and workplace savings

Changes are coming to your
Oakland County Retirement
Health Savings Plan

Your benefits are on the move

Effective March 6, 2026, Oakland County Retirement Health Savings Plan is transitioning to Empower.

After the transition, you'll use Empower's integrated dashboard — giving you a fuller view of your financial life by bringing your health and workplace retirement savings together.

Oakland County has established and funded your account so you can use it to pay for qualified medical expenses incurred by you, your spouse and your eligible dependents. You can spend money from your account on eligible expenses when you become claims eligible*.

This guide walks you through what you can expect during the transition and how Empower can support your savings and healthcare spending goals.

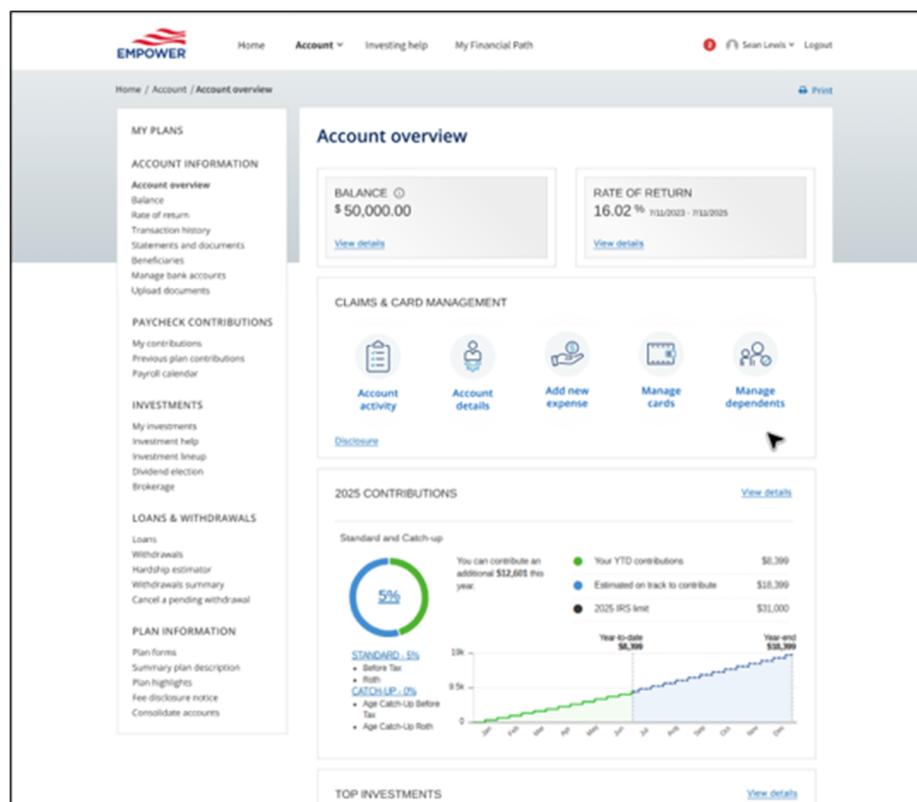
** Employees with a vested balance in the Oakland County Retirement Health Savings Plan become claims eligible when they separate from service with the County.*

Transition overview

Please review the following information regarding details, dates, how this change may impact your account, and any steps you may need to take.

After the transition, you can look forward to:

- Online accounts, statements, and confirmations will get a new look and come from Empower.
- A new claims card will be issued and claims cards in your spouse and/ or legal dependent's name will be available upon request.
- One dashboard for your health and workplace retirement savings.
- A new online portal and mobile app will be available for claims reimbursement requests.



Have questions?

Visit: empower.com/oaklandcounty

Call: 833-OAK-GOV1 (833-625-4681)

Representatives can answer questions about the upcoming transition and are available weekdays from 8 a.m. to 10 p.m. and Saturdays from 9 a.m. to 5:30 p.m. Eastern Time.

Dates to know

February 16, 2026 5 p.m. Eastern time	Deadline to use current debit card This is the last day to use your current debit card with Optum Financial. You will be issued a new claims card when the plan is live with Empower.
February 16, 2026 5 p.m. Eastern time	Deadline for Claim Submissions This is the last day Optum Financial will accept claims. Claims received by Optum Financial after this date will not be processed. The last day that claims will be paid is February 23, 2026.
February 24, 2026 4 p.m. Eastern time	Blackout period begins This is the last day to make investment changes through the Oakland County Retirement Health Savings Plan with Optum Financial. As of this date, you will no longer have the ability to complete transactions in your current Oakland County Retirement Health Savings Plan with Optum Financial, and you will not yet have access to your future account with Empower. This blackout period will give us time to complete the transfer your account to Empower. During the blackout period, your funds will remain invested and may gain or lose value based on your investments and market conditions.
March 5, 2026 4 p.m. Eastern time	The transfer of accounts from Optum Financial to Empower begins. At this time, you will no longer be able to access your account information with Optum Financial through empower.com/oaklandcounty .
Week of March 23, 2026	New claims card A new claims card will be issued by Empower and mailed to your address on file. Please allow 7-10 business days for mailing. This card is not available for use until the blackout period has ended.
Week of March 23, 2026	Blackout period ends During this week, you'll be granted access to register your account at empower.com/oaklandcounty . You will be able to make changes to your investment elections and more. <i>If you have already registered your Oakland County retirement plan accounts with Empower, you may use your same Username and Password to access your updated Oakland County Retirement Health Savings Plan account.</i> At this time, you may begin using your new claims card and processing claims with Empower via mail, fax, online or mobile. You may access your account online to add dependents and request claims cards for their use.

How your investments will transfer

Your account balance and future investments will transfer to Empower based on your current investments. With the exception of the **Vanguard Federal Money Market Fund**, all investments will transfer in-kind. An in-kind transfer simply means the fund(s) you are invested in now will be available in the new investment lineup and your money will remain invested as it is prior to the transfer.

If you would like your account moved differently, simply change the elections for your current balance and future contributions in your online account *before* the blackout period begins. You can also make changes with Empower after the transfer is complete.

The only fund that will no longer be available in the Plan after the transfer is the **Vanguard Federal Money Market Fund**, which will be mapped to the **HRA Guaranteed Protection Fund**, meaning any money you have invested in the Vanguard Federal Money Market Fund prior to the transfer will be invested in the HRA Guaranteed Protection Fund after the transfer is complete.

Fund name <i>before</i> transition	Fund name <i>after</i> transition
Vanguard Federal Money Market	HRA Guaranteed Protection Fund

The HRA Guaranteed Protection Fund is included in the investment menu. While Plan participants may invest in any of the investment options offered in the Plan, a minimum \$1,000 balance must remain in the HRA Guaranteed Protection Fund. The HRA Guaranteed Protection Fund is a stable value fund designed for qualified Retiree Health Reimbursement Arrangements, like your plan. It is designed to provide safety of principal, liquidity, and a competitive rate of return.

If you previously elected to rebalance investments in your account, that election will not carry over to Empower.

Empower will automatically manage any rebalancing needed to maintain the \$1,000 minimum balance required in the HRA Guaranteed Protection Fund.

Accessing and registering your account

Once the transition to Empower is complete, you can access your account at **empower.com/oaklandcounty**. If you have not previously registered your retirement accounts, click the *Register* button to log in for the first time. Follow the prompts on the *I do not have a PIN* tab to enter your personal information and create a Username and a Password. The next time you access your account, simply choose *Sign in*.

Historical documents from your prior recordkeeper

If you wish to keep historical documents from Optum Financial, you will need to save them before the blackout period. You can log in to your account at **empower.com/oaklandcounty** and choose Oakland County Retirement Health Savings Plan from the Account drop-down menu at the top of the page before the March 5th cutoff to access statements, 1099s, and confirmations. Download any historical documents you wish to retain for your records. After the March 5th cutoff you will no longer have access to historical documents from Optum Financial. Historical documents will **not** transfer to Empower, and your employer will not have access to this information.

Reimbursements and recurring payments

As part of this transition, there will be a blackout period for claims processing. See the *Dates to know* page for the deadline to file a claim with your prior recordkeeper. Eligible expenses incurred during and after the blackout period should be submitted to Empower after the transition of the Plan to Empower is complete, when claim reimbursements resume. Save your receipts and submit them when your account with Empower is live.

If you had recurring claims with Optum, such as co-pays and premium payments, Empower will attempt to carry this information over based on data provided by Optum. However, it is your responsibility to review this information when the blackout period is over to ensure your recurring payments have been carried over correctly.

Unsubstantiated claims

Please review any outstanding tasks in your prior recordkeeper's portal and take action to submit documentation, or return funds incorrectly distributed. Your prior recordkeeper will continue to accept documentation for unsubstantiated claims until the blackout period.

Claims card

If you currently have a claims card with Optum Financial, it will be disabled once the blackout period begins. See the *Dates to know* page in this guide for the deadline to use your claims card from your previous recordkeeper. Please securely dispose of your old claims card.

A new claims card will be mailed to you. See the *Dates to know* page to see when your new claims card will be issued and available for use. One card will be issued in your name. After the transition, you may request additional cards in the name of your spouse and any legal dependent.

Please keep your receipts as you may be asked to provide documentation for card swipes.

Online reimbursements

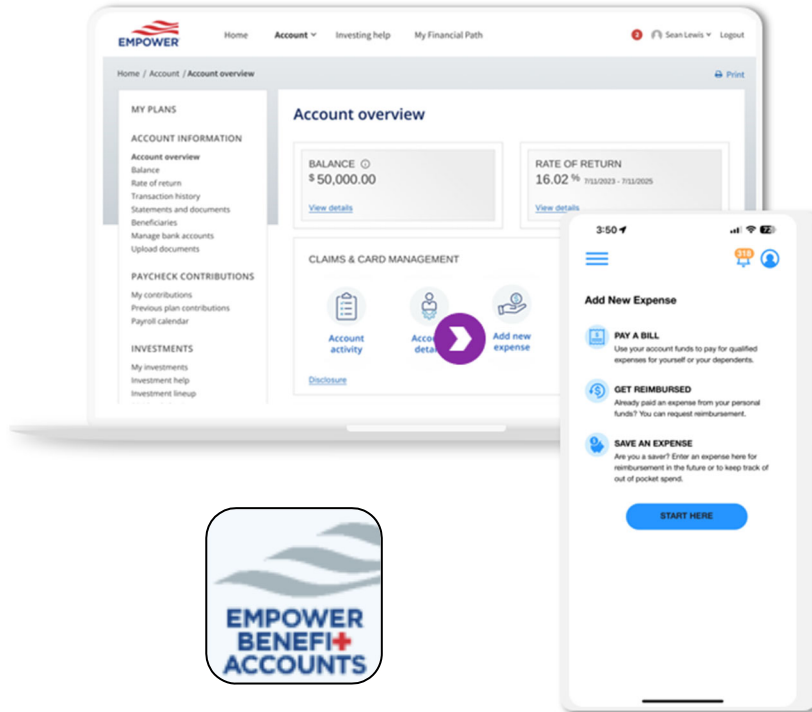
To submit claims after the transition to Empower is complete, take the following steps at empower.com/oaklandcounty

1. Log in to your account.
2. Select your account.
3. Select **Account Overview**.
4. Select **Add New Expense**.
5. Click the **Request Reimbursement** link on the left-hand menu.
6. Click the **Add New** button to open the **Add/Edit Claim** page.
7. Enter the required fields: **Service Start Date**, **Claim Amount**, and **Claimant**.
8. Optionally, enter the **Service End Date** and **Provider**.
9. Enter any required fields like **Reimbursement Method**, **Account**, **Expense Type**, and any **Notes**.
10. Click the **Browse** button to upload a receipt file.
11. Click **OK**.
12. Enter any additional claims by clicking the **Add New** button.
13. Check the Certification check box.

Mobile reimbursements

A similar process allows you to upload claims using the **Empower Benefit Accounts** app after the transition to Empower is complete.

1. Log in to the app and tap the **Claims** button, then the **plus sign (+)** in the upper right-hand corner.
2. From the **Add Claim** screen, enter pertinent claim information, add a receipt, preview and submit.
3. Make edits to any claim until the **Submit** button is clicked. After that, the claim can no longer be edited, but documentation can be added.



Important Blackout Notice

Your rights in the Oakland County Retirement Health Savings Plan

This notice is to inform you that your account in the Oakland County Retirement Health Savings Plan will transfer to Empower effective March 6, 2026.

As a result of this change, you will be temporarily unable to check your account balance, transfer or diversify your investments or receive claims reimbursements. This period during which you will be unable to exercise these rights otherwise available under the plan is called a blackout period.

The temporary blackout period begins February 16, 2026, at 5 p.m. Eastern time for debit card use and claim submission and February 24, 2026, at 4 p.m. Eastern time for investment changes and is expected to end the week of March 23, 2026. During the blackout period, you will have limited or no access to your account.

During the blackout period, your funds will remain invested and may gain or lose value based on your investments and market conditions before the blackout period begins. It is very important that you review and consider the appropriateness of your current investments because you will be unable to transfer or diversify those investments during the blackout period. For your long-term retirement security, you should give careful consideration to the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income, and investments.

To review your plan account before the blackout period begins, visit empower.com/oaklandcounty and select your Oakland County Retirement Health Savings Plan under account options or call **1-844-286-8472**

Once the blackout period ends, you will have full access to your plan account through empower.com/oaklandcounty. If you would like to confirm the status of the blackout period or have questions concerning this notice, visit empower.com/oaklandcounty or contact Empower by calling **833-OAK-GOV1** (833-625-4681).

*Dates and times are subject to change. Please contact Empower for more information.
Diversification does not ensure a profit or protect against loss.*

Carefully consider the investment option's objectives, risks, fees, and expenses. Contact Empower for a prospectus, summary prospectus for SEC-registered products, or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

You could lose money by investing in the fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor has no legal obligation to provide financial support to the fund, and you should not expect that the sponsor will provide financial support to the fund at any time. Although the fund's board has no current intention to impose a fee upon the sale of shares, the board reserves the ability to do so after providing at least 60 days' prior written notice to shareholders.

Fund changes may alter the risk exposure of an investment account. Some cash-alternative options (other than money market funds), such as guaranteed interest funds or stable value funds, may have withdrawal and transfer restrictions. Carefully consider the importance of a well balanced and diversified investment portfolio, taking into account all your assets, income, and investments. Adjustments may be needed to realign the account with its desired investment strategy.

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The Guaranteed Protection Fund (GPF) is a group funding agreement issued by Empower Annuity Insurance Company (EAIC), Hartford, CT. GPF may only be issued to a governmental Retiree Health Reimbursement Account (HRA) Plan utilizing a tax-exempt trust qualifying under Section 115 of the Internal Revenue Code. Amounts contributed to the contract are deposited in the EAIC general account. Payment obligations and the fulfillment of any guarantees specified in the group funding agreement are insurance claims supported by the full faith and credit of EAIC. EAIC periodically resets the interest rate credited on contract balances, subject to a minimum rate specified in the group funding agreement. Contact Empower for further information. Past interest rates are not indicative of future rates. This product is neither a mutual fund nor a bank product. The obligations of EAIC are not insured by the FDIC or any other federal governmental agency.

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