SUMMARY PLAN DESCRIPTION FOR
THE CHRIST HOSPITAL
403(b) RETIREMENT SAVINGS PLAN
(As amended effective as of January 1, 2014)
PLAN HIGHLIGHTS

The plan described in this booklet is named The Christ Hospital 403(b) Retirement Savings Plan (the “Plan”) and is maintained by The Christ Hospital (“TCH” or “we” or “us”) as a benefit for certain of its employees and employees of tax-exempt organizations that are affiliated with TCH (which other organizations are identified in Part 10 of this booklet). TCH and such other organizations are collectively referred to in this booklet as the “Company.”

TCH is also the “Plan Administrator” for the Plan, which means that it, through a committee it appoints, administers the Plan (that is, determines when an employee is eligible for the Plan, decides when a withdrawal or distribution of Plan monies is to be made to an employee, makes decisions as to issues or disputes that arise under the Plan, etc.).

Note that TCH employs several other organizations to help it administer the Plan, the main one currently being Principal Financial Group® and its affiliates (collectively, “Principal”). As this booklet will explain, Principal is currently very involved in the Plan’s operations.

This booklet constitutes a Summary Plan Description (an “SPD”) for the Plan and summarizes how the Plan can work for you and information you need regarding the Plan.

We started the Plan on April 1, 2008, and it has been amended several times since then. We are making a major amendment to the Plan that will go into effect on January 1, 2014 and affect years beginning on and after that date. In fact, this SPD describes the Plan as it will operate beginning on January 1, 2014 and for years beginning on and after such date.

The Plan is intended to help you save for retirement out of your own pay and also to provide you with additional retirement benefits. Beginning on January 1, 2014:

- The Plan will let employees of the Company set money aside (or “defer”) for retirement, on a tax-favored basis, a percentage of their pay by electing that a portion of their pay be contributed for them to the Plan. These contributions are called “Elective Deferral Contributions.”

- For employees of the Company who are not physicians, residents, fellows, interns, students, or temporary employees, the Plan will call for the Company to make additional contributions to the Plan that “match” to a degree the Elective Deferral Contributions that are made under the Plan by such employees. These additional contributions are called “Matching Contributions.”

- For employees of the Company (i) who are neither Company management (President, Vice President, Director, or Manager) or physicians, residents, fellows, interns, students, or temporary employees, and (ii) who meet certain service and employment requirements for a TCH fiscal year ending on a June 30 (i.e., employed on the last day of such year, credited with at least 625 regular time hours of service for such year, received a performance appraisal rating for such year better than “unsatisfactory,” and not subject to a “corrective action” by the Company during such year), the Plan will give the Company discretion to make additional contributions for such year that are allocated to such employees in an
amount equal to a percentage of their base pay. These additional contributions are called “CareShare Contributions.”

- For certain employees of the Company (i) who are not physicians, residents, fellows, interns, or students, (ii) who on December 31, 2013 are participating in The Christ Hospital Pension Plan (the “TCH Pension Plan”) when such plan freezes benefits and participation or would have been eligible to join that plan on January 1, 2014 but for that plan’s participation freeze, (iii) who as of December 31, 2013 have the sum of age and years of vesting service equal 55 or more, and (iv) who are employed by the Company on January 1, 2014, the Plan will call for the Company to make (for up to five years) additional contributions that are equal to a percentage of their compensation and that are designed to cushion the effect on such employees of the freeze of benefits and participation under the TCH Pension Plan. These additional contributions are called “Transition Contributions.”

- The Plan will provide that any money an employee elects to have contributed from his or her pay to the Plan and the Company’s Plan contributions for him or her are allocated to a Plan account for the employee.

- The Plan will generally give an employee the ability to direct the investment of his or her Plan account among a range of different mutual or other investment funds that are chosen by TCH.

- The Plan will provide that an employee will always be 100% vested in (entitled to) the portion of his or her Plan account that reflects his or her own Elective Deferral Contributions and the CareShare Contributions made to his or her Plan account.

- The Plan will provide that an employee will be 100% vested in the portion of his or her Plan account that reflects the Company’s Matching Contributions and Transition Contributions made to his or her Plan account only if he or she (i) is credited with at least three years of vesting service with the Company or (ii) reaches age 65, incurs a total disability, or dies while he or she is, in any such case, still employed by the Company.

- The Plan will give an employee, while still employed by the Company, certain rights to make a withdrawal of monies (i) from the portion of his or her Plan account that reflects his or her Elective Deferral Contributions in the event he or she has reached at least age 59½ or has incurred a hardship (that satisfies fairly restrictive conditions) and (ii) from the vested portions of his or her Plan account that reflects his or her CareShare Contributions, Matching Contributions, and Transition Contributions in the event he or she has reached at least age 59½.

- The Plan will permit an employee to elect to receive a distribution, in various forms (including a single sum payment), of the entire vested portion of his or her Plan account after his or her employment with the Company ends.
The Plan will give certain tax deferral or other advantages on the amounts contributed by or for an employee either when contributed or when distributed.

A more detailed discussion of the above points is contained in the remainder of this SPD.

**About This Summary Plan Description (SPD) Booklet**

As noted before, this booklet is the Plan’s SPD. It explains how the Plan currently works, when you qualify for benefits, and other information you should know as to the Plan.

But understand that the Plan is much more detailed and it governs your benefits. If there are any inconsistencies between this SPD and the official Plan documents, the official Plan documents will control.

You may review the Plan’s official documents at the Plan Administrator’s main office during normal working hours. In addition, if you do not work in such office, you can, generally within ten days of your request, have copies of these official Plan documents sent for your review to the Company facility where you work or which is closest to you. Also, upon payment of copying costs, you may obtain a copy of such documents.

Note that any reference in this SPD to “your Account” or “your vested Account” refers to the Plan account that may be set up for you under the Plan to reflect the amounts contributed to the Plan on your behalf and any investment gains and losses under the Plan that are attributable to such contributions. But use of these terms does not give you any rights to the account or any assets of the Plan other than those described in this SPD.

Ask the Plan Administrator if you have questions. Part 8 of this SPD tells you how to contact the Plan Administrator.
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PART 1: ELECTIVE DEFERRAL CONTRIBUTIONS

This Part 1 describes the rules by which Elective Deferral Contributions can be made to the Plan by an employee of the Company and the rules applicable to such contributions. These contributions allow employees to save for their retirement in tax-favored ways.

Eligibility for Elective Deferral Contributions Part of Plan

Any employee of the Company will be eligible to actively participate in the part of the Plan that concerns Elective Deferral Contributions, and hence be considered an “active participant” with respect to this part of the Plan, upon the first date on which he or she performs services as an employee of the Company.

Please note that a person who provides services for the Company other than as an employee (for instance, a person who provides services for the Company as an independent contractor or who is leased by the Company from another organization) is generally not an employee of the Company and thus will not be entitled to participate in the Elective Deferral Contributions part or any other part of the Plan.

The rest of this SPD assumes that “you” are an employee of the Company who is eligible to participate in the part of the Plan that concerns Elective Deferral Contributions.

Types of Elective Deferral Contributions

You may elect to reduce your compensation from the Company each pay day by any whole percentage, up to 75% of your compensation, and have that amount contributed to the Plan as Elective Deferral Contributions. “Compensation” is described in Part 5 of this SPD.

There are two types of Elective Deferral Contributions – “Pre-Tax Elective Deferral Contributions” and “Roth Elective Deferral Contributions.” For purposes of this SPD, Elective Deferral Contributions refers to both types of deferrals. Regardless of the type of deferral, the amount you defer is counted as your compensation for purposes of Social Security taxes and benefits.

Pre-Tax Elective Deferral Contributions. If you elect to make Pre-Tax Elective Deferral Contributions, then your income (for federal income tax purposes) is reduced by the pre-tax deferrals so you pay less in federal income taxes. Later, when the Plan distributes the amount you deferred to the Plan (as adjusted by the Plan’s net gains and losses on such amounts), you or your beneficiary will then have to pay taxes on those amounts. Therefore, when you elect to have Pre-Tax Elective Deferral Contributions made to the Plan, federal income taxes on such contributions (and the Plan’s net gains and losses on such amounts) are only postponed. Eventually, you or your beneficiary will have to pay taxes on these amounts.

Roth Elective Deferral Contributions. If you elect to make Roth Elective Deferral Contributions, such amounts are subject to federal income taxes in the year they would otherwise (but for your deferral election) have been paid to you. However, the deferrals (and, in certain cases, the Plan’s net gains and losses on such amounts) are not subject to federal income taxes when distributed to you or your beneficiary. In order for the
earnings to be tax-free, the distribution must meet certain conditions. See Part 7 of this SPD.

**Automatic Enrollment Feature**

If you are an employee of the Company who is newly eligible for the Plan (after being hired or rehired), you will be subject to an automatic enrollment feature under the Plan. The automatic enrollment feature is intended to get you in the habit of making Elective Deferral Contributions to the Plan and thereby encourage you to save for your retirement through the Plan.

Under automatic enrollment, unless you elect otherwise under procedures described below, you will be deemed to have elected to reduce your compensation by 2% each pay day that occurs after the automatic enrollment feature becomes effective for you, increased each subsequent January 1 by an additional 2% of your compensation each pay day (up to a maximum reduction equal to 6% of your compensation each pay day), and have such amount contributed as Pre-Tax Elective Deferral Contributions to the Plan for your account.

The automatic deferral election feature of the Plan will become effective 45 days after you first become eligible to actively participate in the Elective Deferral Contributions part of the Plan (provided that you do not, before such automatic election feature becomes effective, affirmatively make an election under procedures described below to have Elective Deferral Contributions made or not made under the Plan for you).

You may opt out of automatic enrollment at any time, both before or after the automatic enrollment feature goes into effect for you, as long as you affirmatively elect under procedures described below either (i) that no (0%) part of your compensation will be reduced and paid to the Plan as Elective Deferral Contributions, (ii) that any whole percentage of your compensation will be reduced each pay day and paid to the Plan as Pre-Tax Elective Deferral Contributions, or (iii) that any whole percentage of your compensation will be reduced each pay day and paid to the Plan as Roth Elective Deferral Contributions.

Unless and until you opt out of automatic enrollment by making an affirmative election as to Elective Deferral Contributions, the Pre-Tax Elective Deferral Contributions called for under automatic enrollment will continue to apply to your compensation.

Once you opt out of automatic enrollment, you will not again have automatic enrollment applied to you (unless you terminate employment with the Company and later are rehired).

**Elective Deferral Contribution Procedures**

The amount of Elective Deferral Contributions that you elect (or are deemed to elect under automatic enrollment) to defer under the Plan will be deducted from your pay in accordance with procedures established by the Plan Administrator.

If you wish to defer, the procedures will permit you to choose to defer a percentage of your compensation, which could be as low as 0% and as high as 75%.

Under the Plan’s current administrative procedures, you can affirmatively make or modify such a deferral election or obtain information as to how to make such election:
(1) by going online at Principal’s website, www.principal.com. You will need to provide certain information when you log on to that website for Plan purposes. Once you are logged in to that website, you will be able to enroll in the Elective Deferral Contributions part of the Plan;

(2) by talking to Principal’s Call Center (which allows you to speak to a live person). You can do this by calling TeleTouch® (an interactive Voice Response System of Principal) at 1-800-547-7754, Monday through Friday from 8:00 a.m. Eastern Time to 10:00 p.m. Eastern Time, and following the instructions to get to the Call Center. You will have to complete certain information when you call TeleTouch® in order to use that system for Plan purposes; or

(3) by calling TeleTouch® at 1-800-547-7754, Sunday through Friday from 3:00 a.m. Eastern Time to 1:00 a.m. Eastern Time, or Saturday from 3:00 a.m. Eastern Time to 10:00 p.m. Eastern Time. You will have to complete certain information when you call TeleTouch® in order to use that system for Plan purposes.

Any election you make through one of the above methods will generally become effective as soon as administratively practical after your election has been received by the Plan Administrator and the Plan Administrator has had a reasonable period to put such election into effect.

Your election will remain in effect until you modify or terminate it. Under the Plan’s current procedures, you may revoke or make modifications to your deferral election in accordance with the procedures noted above.

While you generally can choose any whole percentage, up to 75%, of your compensation to defer under the Plan (as Elective Deferral Contributions), any other deductions from your pay that are required by law or directed by you generally will take priority and will be deducted from your compensation before your Elective Deferral Contributions. Such deductions generally include, among other things, required tax withholdings and insurance premiums.

Further, your Elective Deferral Contributions will be stopped in any calendar year if and when your total Elective Deferral Contributions reach a legal limit (the “Elective Deferral Limit”) applicable to you for such calendar year.

The Elective Deferral Limit that applies to you for any calendar year depends on whether you will have attained at least the age of 50 by the end of such year. The law allows you to make a greater level of Elective Deferral Contributions to the Plan for a calendar year if you will have attained at least age 50 by the end of such year.

For 2014, (i) your maximum Elective Deferral Contributions if you will not be at least age 50 by the end of such year is $17,500 and (ii) your maximum Elective Deferral Contributions if you will be at least age 50 by the end of the year is $23,000. These Elective Deferral Limits will be adjusted by the Internal Revenue Service (the “IRS”) in certain years after 2014 to reflect cost-of-living increases.

The extra Elective Deferral Contributions that you can make if you will attain at least age 50 by the end of a calendar year are called “catch-up contributions” under the law. For example, you
are entitled to make $5,500 of catch-up contributions for the 2014 calendar year if you will attain at least age 50 by the end of the year.

You may obtain information as to your Elective Deferral Limit for any calendar year after 2013 by logging onto Principal’s website or calling Principal’s TeleTouch® system.

Effect of Participation in Other Tax-Favored Savings Plans

If, in addition to participating in the Plan, you participate in another employer’s 403(b), 401(k), or similar type of tax-favored retirement plan under which you make pre-tax or Roth after-tax contributions (collectively, “Elective Contributions”) during any calendar year, your total Elective Contributions under the Plan and the other plan for such calendar year may not exceed the Elective Deferral Limit applicable to you for that calendar year.

The Form W-2 you receive from each employer for the calendar year will report the amount of your Elective Contributions for that calendar year under that employer’s plan.

If the total amount of your Elective Contributions under the Plan and the other plan exceeds the total Elective Deferral Limit applicable to you for that year, such excess is required to be included in your income for federal income tax purposes in such year and, unless such excess (as adjusted by the net gains and losses thereon) is distributed by the April 15th that follows the end of such year, will generally again be included in your income for such tax purposes when you receive all of your benefits from the Plan and the other plan.

Thus, in order to avoid having such excess amount taxed in two different years, you should, when the total amount of your Elective Contributions under the Plan and the other plan exceeds the total Elective Deferral Limit in effect for a calendar year, request a return of the excess amount from one of the plans (provided that the plan’s rules permit such return).

If you want the Plan to return the excess amount that relates to any calendar year, you must by March 1st of the following calendar year request the Plan Administrator to return such excess. The Plan will then distribute the excess amount to you (adjusted by the Plan’s net gains and losses which are attributable to such excess amount) by April 15th of such following calendar year. The Plan generally will also in such case forfeit any Matching Contributions that may have been made for you with respect to such excess amount.

Crediting of Elective Deferral Contributions to Plan Account

When you become eligible for the Plan, a bookkeeping account, known as an “Account” in this SPD, is opened for you.

Your Account will be credited with all of your Elective Deferral Contributions made to the Plan, including any Elective Deferral Contributions you had made to the Plan before January 1, 2014.

The Elective Deferral Contributions credited to your Account are invested in certain funds or other investments available under the Plan’s investment rules (that are summarized in Part 6 of this SPD). Your Account is adjusted by the Plan’s net gains and losses that are attributable to your Elective Deferral Contributions to the Plan.
**Vesting in Elective Deferral Contributions Part of Plan Account**

You are always fully (100%) vested in the part of your Account that reflects your Elective Deferral Contributions.

When we say that you are “vested” in any part of your Account, we mean that you will not forfeit such part of the Account for any reason.

The value of any vested Account may of course decline as well as increase depending on the value of the funds in which the Account is invested – see Part 6 of this SPD.

Although you cannot forfeit any portion of your Account once you are vested in it, you generally cannot receive it until after your employment with the Company terminates.

There are special rules to allow you, in the event you have attained at least age 59½ or incurred a hardship while still employed by the Company, to withdraw amounts from the portion of your Account that is attributable to your Elective Deferral Contributions. The special withdrawal rules that apply while you are employed by the Company are described in Part 7 of this SPD.

**PART 2: MATCHING CONTRIBUTIONS**

This Part 2 of the SPD describes the rules applicable to Matching Contributions under the Plan. These contributions “match” to a degree the Elective Deferral Contributions made by certain employees and provide incentives for such employees to save for their retirement.

**Eligibility for Matching Contributions Part of Plan**

Beginning January 1, 2014 (for pay days occurring after that date), an employee is eligible to participate in the part of the Plan that concerns Matching Contributions only if he or she is an employee of the Company, but excluding any employee who is employed by the Company as a physician, resident, fellow, intern, student, or temporary employee.

For purposes of the Plan, a “physician” means any employee of the Company whose job class (as assigned by the Company for payroll, compensation, and benefit purposes) is a physician. A physician for Plan purposes is generally a licensed physician whose duties for the Company include treating patients.

Also for Plan purposes, “residents,” “fellows,” “interns,” and “students” refer to employees classified by the Company in such positions and generally mean employees who are training or studying for certain professions or trades but still have boundaries on the jobs they can perform.

In addition, under the Plan, a “temporary employee” refers to an employee who is classified by the Company as a temporary employee and generally means an employee hired by the Company for a temporary (less than a one year) period or job.

However, should an employee who is classified as a temporary employee complete a year of eligibility service, he or she will no longer be considered for purposes of this Plan as a temporary employee, and will not in any event be excluded from any part of the Plan merely by reason of
being a temporary employee, beginning as of the first January 1 or July 1 that occurs after the employee has both attained at least age 21 and completed at least one year of eligibility service. For this purpose, a “year of eligibility service” will be determined in the same manner as a year of vesting service is determined (under the rules set forth in Part 5 of this SPD).

Any non-excluded employee will become eligible to actively participate in the part of the Plan that concerns Matching Contributions on January 1, 2014 or the date on which he or she becomes an employee of the Company (who is not employed in an excluded class of employees), whichever is later.

The rest of this SPD assumes that “you” are an employee of the Company who is eligible to participate in the part of the Plan that concerns Matching Contributions.

**Matching Contributions Formula and Conditions**

For each plan year (a calendar year) that begins on or after January 1, 2014 and during at least part of which you are eligible to participate in the Matching Contributions part of the Plan, the Company will make Matching Contributions to the Plan for your Account in an amount equal to 50% of the portion of the Elective Deferral Contributions made on your behalf to the Plan for such plan year that does not exceed 6% of your compensation for such plan year.

In other words, the Company’s Matching Contributions that are promised to be made for you with respect to any plan year that begins on or after January 1, 2014 will be a percentage of your compensation for the plan year that generally depends on the percentage of your compensation that you elect to defer to the Plan as Elective Deferral Contributions for such plan year, as is shown in the following chart.

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<th>THEN the Company will make Matching Contributions for you that are equal to the following percentage of your compensation for such plan year:</th>
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<td>0%</td>
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<tr>
<td>1%</td>
<td>0.5%</td>
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<td>2%</td>
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<td>3%</td>
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<td>5%</td>
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<td>6% or any higher percent</td>
<td>3.0%</td>
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**Example:** You make Elective Deferral Contributions to the Plan for a plan year (beginning on or after January 1, 2014) that are equal to 6% or more of your compensation for such plan year. The Company will, because of those Elective Deferral Contributions, make Matching Contributions for you that are equal to 3% of your compensation for such plan year.

For purposes of such Matching Contributions formula, your “compensation” is described in Part 5 of this SPD.
The Matching Contributions to be made by the Company to the Plan for you with respect to any plan year are generally made in part during the course of the plan year.

Specifically, within a reasonable period after each pay day in such plan year, the Company will normally deposit with the Plan an amount of Matching Contributions determined just for that pay day (as if the Matching Contributions formula was applied on the basis of your Elective Deferral Contributions and compensation only for that pay day).

But after the end of any plan year (no later than October 15th of the next plan year), the Company will make to the Plan any remaining Matching Contributions due you under the Matching Contributions formula applied to your Elective Deferral Contributions and compensation for the entire plan year.

**Crediting of Matching Contributions to Plan Account**

As has been noted before, when you become eligible for the Plan, a bookkeeping account, known as an “Account” in this SPD, is opened for you.

Your Account will be credited with all of the Matching Contributions made to the Plan for you.

The Matching Contributions credited to your Account are invested in certain funds or other investments available under the Plan’s investment rules (that are summarized in Part 6 of this SPD). Your Account is adjusted by the Plan’s net gains and losses that are attributable to the Matching Contributions made for you to the Plan.

**Vesting in Matching Contributions Part of Plan Account**

The portion of your Account that is attributable to any Matching Contributions will be fully (100%) vested after you either: (i) have been credited with at least three years of vesting service (with your “years of vesting service” described in Part 5 of this SPD); or (ii) have reached age 65, incurred a total disability, or died while you are, in any such case, still employed by the Company. Such Account portion will be nonvested and forfeitable prior to then. For purposes of such vesting rules, “total disability” is defined in Part 5 of this SPD.

As has been noted before, when we say that you are “vested” in any part of your Account, we mean that you will not forfeit such part of the Account for any reason.

The value of any vested account may of course decline as well as increase depending on the value of the funds in which the Account is invested – see Part 6 of this SPD.

Although you cannot forfeit any portion of your Account once you are vested in it, you generally cannot receive it until after your employment with the Company terminates.

There are special rules to allow you, in the event you have attained at least age 59½ while still employed by the Company, to withdraw amounts from the vested portion of your Account that is attributable to your Matching Contributions. The special withdrawal rules that apply while you are employed by the Company are described in Part 7 of this SPD.
**Legal Nondiscrimination Limits**

There are legal nondiscrimination limits which apply to the Matching Contributions made to the Plan. They are intended to keep the Matching Contributions part of the Plan a retirement plan for all classes of employees and not merely as a tax-shelter for highly paid employees.

The legal nondiscrimination rules require that the average level of Matching Contributions made for the highly compensated employees eligible for this part of the Plan (measured as a percent of each such employee’s total compensation) for each plan year must be within certain limits of the average level of Matching Contributions for the immediately preceding plan year that are made for the employees who are eligible for this part of the Plan and are not highly compensated.

If the Plan fails to meet the legal nondiscrimination limits for any plan year and you are considered highly compensated under legal rules, the law may require that, after the end of the plan year, certain of the Matching Contributions that were made for you for that plan year and that were in excess of such limits (adjusted by the Plan’s net gains and losses attributable to such contributions) will be distributed to you from the Plan (if you are fully vested in the portion of your Account that reflects Matching Contributions) or forfeited (if you are not vested in such portion of your Account).

In general, you are considered to be a highly compensated employee for any plan year only if you have compensation from the Company in excess of a certain dollar amount in the prior plan year. Such dollar amount is $115,000 when the prior year is 2013 or 2014 and will be adjusted in certain future years by the IRS to reflect cost-of-living increases.

The Plan Administrator will inform you if the legal nondiscrimination limits impact you for any plan year and how they will be met.

**PART 3: CARESHARE CONTRIBUTIONS**

This Part 3 of the SPD describes the rules applicable to CareShare Contributions under the Plan. These contributions, when made, are intended to add extra amounts for retirement to certain employees and do not depend on whether such employees make any Elective Deferral Contributions.

**Eligibility for CareShare Contributions Part of Plan**

Beginning January 1, 2014, an employee is eligible to participate in the part of the Plan that concerns CareShare Contributions only if he or she is an employee of the Company, but excluding any employee who is employed by the Company as a President, Vice President, Director, Manager, physician, resident, fellow, intern, student, or temporary employee. Employees in these positions are all excluded from this part of the Plan. (General definitions of physicians, residents, fellows, interns, students, and temporary employees are set forth in Part 2 of this SPD.)

Any non-excluded employee will become eligible to actively participate in the part of the Plan that concerns CareShare Contributions on the date on which he or she becomes an employee of the Company (who is not employed in a position excluded from this part of the Plan).
The rest of this SPD assumes that “you” are an employee of the Company who is eligible to participate in the part of the Plan that concerns CareShare Contributions.

**CareShare Contributions Formula and Conditions**

For each TCH fiscal year (which is a twelve month period ending each June 30), the Company may, in its discretion, make a CareShare Contribution to the Plan.

The Company is not required to make such a contribution for each TCH fiscal year and the amount of such contribution, if made, may differ from year to year.

If made, a CareShare Contribution for any TCH fiscal year will be contributed by the Company after the end of such year (generally by November 30th in the next TCH fiscal year).

If a CareShare Contribution is made by the Company to the Plan for any TCH fiscal year, it will be allocated as of the last day of such TCH fiscal year among the Accounts of each employee who is eligible to participate in this part of the Plan and who meets the allocation conditions noted immediately below, in proportion to each such employee’s base pay for such TCH fiscal year (when compared to the total base pay of all such employees for such TCH fiscal year). “Base pay” is described in Part 5 of this SPD.

In order to share in the allocation of a CareShare Contribution made for any TCH fiscal year that ends after January 1, 2014, an employee must meet all of the following allocation conditions:

1. he or she must still be an employee who is eligible to participate in the CareShare Contributions part of the Plan on the last day of such TCH fiscal year;
2. he or she must be credited with at least 625 regular time hours of service (which hours are described in Part 5 of this SPD) for such TCH fiscal year;
3. he or she must receive from the Company in such TCH fiscal year a performance appraisal rating better than “unsatisfactory;” and
4. he or she cannot have been subject to a “corrective action” by the Company during such TCH fiscal year.

**Crediting of CareShare Contributions to Plan Account**

As has been noted before, when you become eligible for the Plan, a bookkeeping account, known as an “Account” in this SPD, is opened for you.

Your Account will be credited with all of the CareShare Contributions made to the Plan for you, including any CareShare Contributions allocated to you under the Plan for TCH fiscal years ending before January 1, 2014.

The CareShare Contributions credited to your Account are invested in certain funds or other investments available under the Plan’s investment rules (that are summarized in Part 6 of this SPD). Your Account is adjusted by the Plan’s net gains and losses that are attributable to the CareShare Contributions made for you to the Plan.
**Vesting in CareShare Contributions Part of Plan Account**

You are always fully (100%) vested in the part of your Account that reflects any CareShare Contributions that are made for you.

As has been noted before, when we say that you are “vested” in any part of your Account, we mean that you will not forfeit such part of the Account for any reason.

The value of any vested account may of course decline as well as increase depending on the value of the funds in which the Account is invested – see Part 6 of this SPD.

Although you cannot forfeit any portion of your Account once you are vested in it, you generally cannot receive it until after your employment with the Company terminates.

There are special rules to allow you, in the event you have attained at least age 59½ while still employed by the Company, to withdraw amounts from the portion of your Account that is attributable to your CareShare Contributions. The special withdrawal rules that apply while you are employed by the Company are described in Part 7 of this SPD.

**PART 4: TRANSITION CONTRIBUTIONS**

This Part 4 of the SPD describes the rules applicable to Transition Contributions under the Plan. These contributions are designed to cushion the effect on certain employees who may be particularly affected by the December 31, 2013 benefit and participation freeze of the TCH Pension Plan (the formal name for which is The Christ Hospital Pension Plan). These contributions are called “Transition Contributions.”

**Eligibility for Transition Contributions Part of Plan**

Beginning January 1, 2014, an employee is eligible to participate in the part of the Plan that concerns Transition Contributions only if he or she meets all of the following conditions:

1. on December 31, 2013 he or she was an “active participant” under the TCH Pension Plan (or had met the eligibility requirements for participation in the TCH Pension Plan by such date, was not then in a class of employment excluded from that plan, and would become an active participant in such plan on January 1, 2014 but for the December 31, 2013 participation freeze under that plan); and
2. as of December 31, 2013 the sum of his or her then age and years of vesting service equal 55 or more. The employee’s “years of vesting service” are described in Part 5 of this SPD; and
3. on January 1, 2014 he or she is an employee of the Company, but excluding any employee who is employed by the Company as a physician, resident, fellow, intern, student, or temporary employee. (General definitions of physicians, residents, fellows, interns, students, and temporary employees are set forth in Part 2 of this SPD.)
Any such employee will become eligible to actively participate in the part of the Plan that concerns Transition Contributions on January 1, 2014.

The rest of this SPD assumes that “you” are an employee of the Company who is eligible to participate in the part of the Plan that concerns Transition Contributions.

**Transition Contributions Formula and Conditions**

For each plan year (a calendar year) that begins on January 1, 2014, 2015, 2016, 2017, or 2018 (but no later plan year) and for which you meet the allocation conditions noted immediately below, the Company will make Transition Contributions to the Plan for your Account in an amount equal to a percentage of your compensation for such plan year.

The specific percentage of your compensation to be contributed for such plan year will be based on the sum of your age and years of vesting service as of the last day of such plan year and will be determined in accordance with the following chart.

<table>
<thead>
<tr>
<th>IF the sum of your age and years of vesting service as of the last day of such plan year is:</th>
<th>THEN the Company will make Transition Contributions for you that are equal to the following percentage of your compensation for such plan year:</th>
</tr>
</thead>
<tbody>
<tr>
<td>At least 55 but less than 65</td>
<td>1.5%</td>
</tr>
<tr>
<td>At least 65 but less than 75</td>
<td>2.0%</td>
</tr>
<tr>
<td>At least 75</td>
<td>2.5%</td>
</tr>
</tbody>
</table>

For purposes of such Transition Contributions formula, your “compensation” and “years of vesting service” are described in Part 5 of this SPD.

In order to be allocated a Transition Contribution that is made for any plan year that begins on January 1, 2014, 2015, 2016, 2017, or 2018, you must meet both of the following allocation conditions:

1. you must still be an employee of the Company on the last day of such plan year; and
2. you must be credited with at least 1,000 hours of service (which hours are described in Part 5 of this SPD) for such plan year.

Any Transition Contribution made for you with respect to any plan year will be contributed by the Company after the end of such plan year (no later than October 15th of the next plan year).

**Crediting of Transition Contributions to Plan Account**

As has been noted before, when you become eligible for the Plan, a bookkeeping account, known as an “Account” in this SPD, is opened for you.

Your Account will be credited with all of the Transition Contributions made to the Plan for you.
The Transition Contributions credited to your Account are invested in certain funds or other investments available under the Plan’s investment rules (that are summarized in Part 6 of this SPD). Your Account is adjusted by the Plan’s net gains and losses that are attributable to the Transition Contributions made for you to the Plan.

**Vesting in Transition Contributions Part of Plan Account**

The portion of your Account that is attributable to any Transition Contributions that are made for you will be fully (100%) vested after you either: (i) have been credited with at least three years of vesting service (with your “years of vesting service” described in Part 5 of this SPD); or (ii) have reached age 65, incurred a total disability, or died while you are, in any such case, still employed by the Company. Such Account portion will be nonvested and forfeitable prior to then. For purposes of such vesting rules, “total disability” is defined in Part 5 of this SPD.

As has been noted before, when we say that you are “vested” in any part of your Account, we mean that you will not forfeit such part of the Account for any reason.

The value of any vested account may of course decline as well as increase depending on the value of the funds in which the Account is invested – see Part 6 of this SPD.

Although you cannot forfeit any portion of your Account once you are vested in it, you generally cannot receive it until after your employment with the Company terminates.

There are special rules to allow you, in the event you have attained at least age 59½ while still employed by the Company, to withdraw amounts from the vested portion of your Account that is attributable to your Transition Contributions. The special withdrawal rules that apply while you are employed by the Company are described in Part 7 of this SPD.

**PART 5: COMPENSATION, BASE PAY, YEARS OF VESTING SERVICE, HOURS OF SERVICE, AND TOTAL DISABILITY DEFINITIONS AND RULES**

This Part 5 of the SPD defines certain terms used in the Plan – compensation, base pay, years of vesting service, hours of service, and total disability.

**Compensation**

Except as is noted below, as used under the parts of the Plan that concern Elective Deferral Contributions, Matching Contributions, and Transition Contributions, your “compensation” for any day or plan year (a calendar year) generally refers to your total compensation paid or provided by the Company on such day or in such year, including regular salary or wages, commissions, bonuses, or any other payments, provided that such amounts will be reflected as wages on your Form W-2 and included in your income for federal income tax purposes.

However, your “compensation” for such parts of the Plan will generally exclude and not reflect any reimbursements or other expense allowances, fringe benefits (cash and noncash), moving expenses, deferred compensation, and welfare benefits.
Also, your “compensation” for such parts of the Plan will not include any compensation paid after your employment with the Company ends (except for those amounts that are paid by the later of 2½ months after your employment with the Company ends or the last day of the plan year in which such employment ends and that reflect amounts that otherwise would be treated as your “compensation” under the above rules or unused accrued bona fide sick, vacation, or other leave pay, but not in any event including severance pay).

Further, for these Plan purposes, any amounts that you elect to have contributed to the Plan, or to the Company’s plans for medical, other welfare, or parking benefits coverage, on a pre-tax basis from your salary or wages will be treated as part of your “compensation” for any day or plan year if those amounts would have been paid to you (but for your election) on such day or in such plan year.

Also, any compensation paid to you during a plan year when you are not eligible to participate in any part of the Plan will generally not be considered or used in determining your compensation for purposes of that part of the Plan.

For purposes of determining any Company contributions made for you under the Plan, no more than a certain dollar amount ($260,000 for the Plan’s 2014 plan year and subject to IRS adjustments in certain future plan years to reflect cost-of-living increases) of annual compensation can be taken into account for you for any plan year.

**Base Pay**

The part of the Plan that concerns CareShare Contributions uses, in determining allocations of such contributions for any TCH fiscal year (a twelve month period ending each June 30), your and other eligible employees’ “base pay” for such TCH fiscal year.

For such purposes, an employee’s “base pay” for a TCH fiscal year is determined by multiplying (i) the employee’s regular hours worked during such TCH fiscal year by the employee’s base hourly rate determined as of the last day of such TCH fiscal year.

Note that such base pay rate does not reflect commissions, bonuses, overtime, or any pay other than an employee’s basic rate of pay under the Company’s records.

Also, no more than a certain dollar amount ($255,000 for the TCH fiscal year ending in 2014, $260,000 for the TCH fiscal year ending in 2015, and subject to IRS adjustments in certain future TCH fiscal years to reflect cost-of-living increases) of base pay can be taken into account for an employee for any TCH fiscal year.

**Years of Vesting Service**

In general (except for the special rules noted below for the Transition Contributions part of the Plan), your “years of vesting service” for purposes of the Plan refer to the number of full twelve month periods that are included in all of the periods of your service with the Company. Each period of service runs from your employment date with the Company (that occurs when you are newly hired or after a rehire by the Company) to your next severance date.
A “severance date” refers to the earlier of (i) the date on which you quit, retire, die, or are discharged from employment with the Company or (ii) the first anniversary of the date you begin a bona fide absence from service with the Company (with or without pay), such as because of a vacation, holiday, sickness, disability, leave of absence, or layoff.

But if you are absent from service with the Company because of a parental absence (that is, an absence by reason of your pregnancy, the birth of a child of yours, the placement of a child with you in connection with your adoption of the child, or for purposes of caring for any such child for a period beginning immediately following the birth or placement), your severance date will not be deemed to occur until the second anniversary of the parental absence.

As a special rule, a period of severance will be counted as part of a period of service of yours for determining your years of vesting service under the Plan if, within twelve months of the date you last were performing services for the Company before the severance period, you start back at work for the Company.

As another special rule (but one that rarely applies), if you have a five-year period of severance (that is, a five-year period that immediately follows your latest period of service), and that begins when you have no vested interest in any part of your Account under the Plan, then, should you again become an employee of the Company, you will lose credit for all of your years of vesting service completed before such period of service began.

Only for purposes of determining your initial eligibility to have Transition Contributions made for you under the Plan and the amount of such contributions to be made for you with respect to any plan year, your “years of vesting service” will not be determined under the above rules but instead will be determined under the special rules described in the following paragraph.

For such Transition Contributions’ initial eligibility and amount determinations, you will be deemed to be credited: (i) with the years of vesting service credited to you as of December 31, 2013 under the then terms of the TCH Pension Plan (the formal name of which is The Christ Hospital Pension Plan); and (ii) with a year of vesting service for each plan year that begins on or after January 1, 2014 and with respect to which you are credited with at least 1,000 hours of service.

Note that for purposes of determining your vested percent in the portion of your Account that reflects Transition Contributions (if you are eligible to have them made for you), the rules described in the first five paragraphs of this “Years of Vesting Service” section apply and the special rules described in the immediately preceding paragraph do not apply.

**Hours of Service**

For Plan purposes, your “hours of service” are generally credited for (i) hours for which you are paid or entitled to be paid because of active work for the Company and (ii) hours for which you are paid or entitled to be paid by the Company for vacation, illness, or similar absences with pay (but not for more than 501 hours for a single period during which no work is performed and not for hours paid for workers’ or unemployment compensation or to reimburse you for medical expenses).
However, for purposes of the part of the Plan that concerns CareShare Contributions, only “regular time hours of service” are taken into account. These hours of service generally reflect only hours for which you are paid or entitled to be paid because of active work for the Company (and for education by, orientation with, training with, and holiday time with the Company) and such hours do not include any hours for which a premium rate is paid (e.g., overtime pay).

**Total Disability**

For purposes of the Plan, you will be considered to have incurred a “total disability” if, and only if, you are determined by the Plan Administrator to be unable to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment that can be expected to result in death or which has lasted or can be expected to last for a continuous period of not less than twelve months.

The Plan Administrator may require you to have a physical examination performed by a physician it selects or approves in order to confirm your total disability or may rely for that determination on your becoming entitled to disability benefits under a long-term disability plan of the Company or the federal Social Security Act.

**PART 6: INVESTMENT OF ACCOUNTS**

This Part 6 describes general rules and policies of the Plan that concern the investment of your Account under the Plan. These investment policies include rules by which you can borrow a certain amount from the vested portion of your Account.

**General Rules for Investing Your Account**

Contributions made to your Account are invested to provide benefits under the Plan. We decide which investment options are available for your Account. Under the Plan, you can elect, among the investment options made available under the Plan, how your Account will be invested.

At least three (and usually more) investment options will be available. Each investment option is designed to provide a specific investment objective, return, and risk, which generally are different from the objectives, returns, and risks of the other investment options that are made available.

Currently, the investment options available under the Plan include (i) certain options under a group annuity contract issued by Principal Life Insurance Company (“Principal Life”), 711 High Street, Des Moines, Iowa 50392 (the distributor of which is Princor Financial Services Corporation (“Princor”)), and (ii) several mutual funds that are held under a custody agreement the custodian of which is Delaware Charter Guarantee & Trust Company, d/b/a Principal Trust Company (“Principal Trust”), 1013 Centre Road, Wilmington, Delaware 19805.

You will receive separate information as to each investment option that is offered under the Plan. The specific types, number, and sponsors of the investment options may change over the years, and you will receive notice of any such change.
Many investment options have charges and restrictions, including some that may apply when you remove money from or transfer funds in your Account. The dollar amount that can be removed or transferred may be restricted along with the dates on which such transactions can be made.

When you begin to participate in the Plan, you can designate the percentage of the contributions made by or for you under the Plan that is to be invested in each of the investment funds available under the Plan. You will also be permitted at any time to change your choices of investment funds for future contributions made by or for you to the Plan and as to the then balance of your Account. Under the Plan’s current administrative procedures, you can make any such investment election or obtain information as to how to make such election:

(1) by going online at Principal’s website, www.principal.com. You will need to provide certain information when you log on to that website for Plan purposes; or

(2) by calling TeleTouch® (an interactive Voice Response System of Principal) at 1-800-547-7754, Sunday through Friday from 3:00 a.m. Eastern Time to 1:00 a.m. Eastern Time, or Saturday from 3:00 a.m. Eastern Time to 10:00 p.m. Eastern Time. You will have to complete certain information when you call TeleTouch® in order to use that system for Plan purposes.

In addition, Principal’s Call Center can help walk you through the online or TeleTouch® investment election process. You can contact Principal’s Call Center by calling TeleTouch® at 1-800-547-7754, Monday through Friday from 8:00 a.m. Eastern Time to 10:00 p.m. Eastern Time, and following the instructions to get to the Call Center.

Any investment election you make through one of the above methods will generally become effective as soon as administratively practical after your election has been made.

You will be provided from time to time by the Plan Administrator with investment information and information about how and when you can change your investment selections.

If and when any of the various investment options provided under the Plan are changed, you will be notified of such changes and have an opportunity to adjust your Account’s investments.

If for some reason you do not make any investment choice, the Plan Administrator may have a “default” investment option in which your Account will be invested. The Plan Administrator will provide information to you as to such “default” option if and when it applies to you.

The opportunity that the Plan gives you to exercise investment control over the assets in your Account, and the other information you will be given by the Plan Administrator as to your investment choices and rights, are meant to comply with the rules of Section 404(c) of the Employee Retirement Income Security Act of 1974 (“ERISA”), the federal law that governs many aspects of employee benefit plans, and U.S. Department of Labor Regulation Section 2550.404c-1 of Title 29 of the Code of Federal Regulations that was issued under that ERISA section.

Because the Plan is intended to meet the requirements of Section 404(c) of ERISA and U.S. Department of Labor Regulation Section 2550.404c-1, the Plan’s fiduciaries may be relieved of
liability for any losses which are the direct and necessary result of your investment directions for your Account under the Plan.

**You May Borrow From Your Account**

As a special option, you are able to borrow from the vested portion of your Account. The Plan has a policy that sets forth details as to loans permitted by the Plan. If you want information as to the Plan’s loan policy, ask the Plan Administrator for such policy.

Following is a summary of the principal rules that apply under the Plan’s loan policy.

Loans are available to Plan participants on a reasonably equivalent basis. A loan origination fee and loan maintenance fees may be imposed for any loan you receive from the Plan, which fees, when imposed, will be deducted from your Account or from the loan.

All loans must be adequately secured. You must sign a promissory note along with a loan pledge. The note will contain information about your loan, such as the amount loaned to you, the interest charged, and any processing fees or late charges. Generally, you must use up to 50% of your vested Account balance as security for the loan.

You will be charged a reasonable rate of interest for any loan received from the Plan. The Plan Administrator will determine a reasonable rate of interest. Once a loan is granted, the interest rate on that loan will not change.

If approved, your loan will provide for level amortization with payments to be made not less frequently than quarterly. The term of your loan may not exceed five years. Unless otherwise approved by the Plan Administrator, you must repay your loan through payroll deduction.

If you go on military leave or have an unpaid approved leave of absence (other than for military service) while you have an outstanding loan, you should contact the Plan Administrator to find out your repayment options. In general, payments on the loan will not be required during such military leave or for up to one year of such other unpaid approved leave and the missed payments will be made up after you return to work with the Company.

All loans will be considered a directed investment from your Account in the Plan. All payments of principal and interest by you on a loan will be credited solely to your Account.

The amount that the Plan may loan to you is limited by rules under the Internal Revenue Code. All loans, when added to the outstanding balance of all other loans from the Plan, will be limited to the lesser of: (i) $50,000, reduced by the amount, if any, by which your highest outstanding loan balance from the Plan during the one-year period prior to the date of the new loan exceeds your current outstanding loan balance; or (ii) one-half of your vested Account balance (or, if greater, $10,000).

No loan in an amount less than $1,000 will be made.
You may not have more than one loan outstanding at any time. Only one loan can be granted to you in any one-year period.

If you fail to make any loan payment within 90 days after it is due under the terms of the loan, you will be considered to be “in default.” The Plan would then have authority to take all reasonable actions to collect the balance owing on the loan. Processing fees, late charges, or extra costs incurred by the Plan if you default on a loan will be charged to your Account. Under certain circumstances, a loan that is in default may be considered a distribution from the Plan and could result in taxable income to you. In any event, your failure to repay a loan will reduce the benefit you would otherwise be entitled to from the Plan.

If your employment with the Company ends, your loan generally will become due and payable in full 60 days after such termination. You may repay the entire outstanding balance of the loan (including any accrued interest). If you do not repay the entire outstanding balance of the loan, your Account balance will be reduced by the remaining outstanding balance of the loan (and the amount of such reduction will generally be treated as income for federal income tax purposes to you).

To request or obtain more information as to receiving a loan from the Plan, you should either:

(1) go online at Principal’s website, www.principal.com. You will have to complete certain information when you log on to that website for Plan purposes; or

(2) talk to Principal’s Call Center by calling TeleTouch® at 1-800-547-7754, Monday through Friday from 8:00 a.m. Eastern Time to 10:00 p.m. Eastern Time, and following the instructions to get to the Call Center. You will have to complete certain information when you call TeleTouch® in order to use that system for Plan purposes.

**PART 7: PAYMENT AND FORFEITURE OF PLAN BENEFITS**

This Part 7 describes the times when payment of the vested portion of your Account under the Plan can be made and what happens to the nonvested portion of your Account.

**Retirement Benefits**

The Plan provides for the vested portion of your Account under the Plan to be paid to you as a “retirement benefit” when you are employed by the Company on or after your normal retirement age under the Plan or when you cease employment with the Company before reaching such age.

For purposes of the Plan, your “normal retirement age” means age 65.

Following are the general rules that apply to payment to you of a retirement benefit.

**Retirement Benefit When Your Employment Ends On Your 65th Birthday**

If your employment with the Company ends (other than because of your death) on the date you reach age 65 and your vested Account balance is then $5,000 or less, the vested
portion of your Account will be paid to you in a single sum as soon as practical after your employment ends.

If your employment with the Company ends (other than because of your death) on the date you reach age 65 and your vested Account balance is then in excess of $5,000, the vested portion of your Account will generally begin to be paid to you as soon as practical after your employment ends (in a form of benefit that is described later in this Part 7 of the SPD). However, you can elect to defer the start of payment of the vested portion of your Account in such situation for a period of time after your employment ends, up to but not beyond your required beginning date (which is described later in this Part 7 of the SPD).

Retirement Benefit When Your Employment Ends After Your 65th Birthday

If you continue to work after reaching age 65, you can elect (at any time after you have reached age 65) to have the vested portion of your Account under the Plan start to be paid within a reasonable period after your election and before you stop working for the Company (in a form of benefit that is described later in this Part 7 of the SPD).

If you continue to work after reaching age 65 and do not begin payment of the vested portion of your Account under the Plan before your employment with the Company ends and if your employment with the Company ends (other than because of your death) when your vested Account balance is $5,000 or less, then the vested portion of your Account will be paid to you in a single sum as soon as practical after your employment ends.

If you continue to work after reaching age 65 and do not begin payment of the vested portion of your Account under the Plan before your employment with the Company ends and if your employment with the Company ends (other than because of your death) when your vested Account balance is in excess of $5,000, then you can at any time, before you reach age 65, elect to begin payment of the vested portion of your Account as soon as practical after you make such election and after your employment ends (in a form of benefit that is described later in this Part 7 of the SPD).

Retirement Benefit When Your Employment Ends Before Your 65th Birthday

If your employment with the Company ends (other than because of your death) before you reach age 65 and your vested Account balance is then $5,000 or less, it will be paid to you in a single sum as soon as practical after your employment ends.

If your employment with the Company ends (other than because of your death) before you reach age 65 and your vested Account balance is then in excess of $5,000, then you can at any time, before you reach age 65, elect to begin payment of the vested portion of your Account as soon as practical after you make such election and after your employment ends (in a form of benefit that is described later in this Part 7 of the SPD).
If your employment with the Company ends (other than because of your death) before you reach age 65 and your vested Account balance is then in excess of $5,000, but you do not make an election to begin its payment before you reach age 65, then the vested portion of your Account will generally begin to be paid to you as soon as practical after you reach age 65 (in a form of benefit that is described later in this Part 7 of the SPD). However, you can elect to defer the start of payment of the vested portion of your Account in such situation for a period of time after you reach age 65, up to but not beyond your required beginning date (which is described later in this Part 7 of the SPD).

**Required Beginning Date**

Under the law, even when your vested Account balance exceeds $5,000 when your employment with the Company ends, you must begin receiving payment of the vested portion of your Account under the Plan by your required beginning date and cannot be deferred by you past then.

Your “required beginning date” is the April 1 following the later of the calendar year in which you reach age 70½ or the calendar year in which your employment with the Company ends.

However, if records are kept that allow us to identify your Account balance as of December 31, 1986, that amount, without regard to any income or loss, will not have a required beginning date before the end of the calendar year in which you reach age 75.

**Form of Retirement Benefit**

As is indicated above, if a retirement benefit is payable to you under the Plan and the vested portion of your Account at the time payment of your retirement benefit is to be made is $5,000 or less, then the form in which such benefit will be paid will always be a single sum payment.

If a retirement benefit is payable to you under the Plan and the vested portion of your Account at the time payment of your retirement benefit is to begin is in excess of $5,000, then the form in which such benefit will be paid will be a single sum payment unless you otherwise elect.

But you will in this situation be permitted to elect to have such benefit paid in one of the two optional forms indicated below. Such election must be made prior to the date by which your benefit is to begin being paid under the rules noted above.

The optional forms of benefit that can apply to your retirement benefit and that can be elected by you in lieu of having the benefit paid in a single sum (when the value of the retirement benefit is in excess of $5,000) are:

(1) A fixed period certain annuity — which is a series of substantially equal annual payments over a fixed period of whole years. You would be able to choose whether to have the payments made on an annual, semi-annual, quarterly, or monthly basis (and in fact can request extra payments at any time). The fixed period of years will be limited to
some extent to make sure that the benefit’s principal value will be likely to be paid to you during your lifetime.

(2) A fixed amount annuity – which is a series of payments of the same dollar amount each year. You choose the amount and whether to receive the payment on an annual, semi-annual, quarterly, or monthly basis (with you also able to request extra payments). This annuity may be subject to an adjustment in order to make sure that the principal value of the benefit is likely to be paid to you during your lifetime.

Under either optional form of benefit, if you die before the period of the annuity has expired, the annuity’s payments will continue as a survivor benefit to your beneficiary under the annuity for the remaining period of the annuity.

The benefit under either optional form of benefit cannot be paid over a period of time in excess of your life expectancy or the joint life and last survivor expectancy of you and the beneficiary you name for purposes of such optional benefit form (as such life expectancies are determined under tables of the IRS and subject to other IRS minimum required payment rules).

**Pre-Retirement Death Benefits**

The Plan provides for the vested portion of your Account under the Plan to be paid to your beneficiary under the Plan as a “pre-retirement death benefit” if you die before the vested portion of your Account under the Plan begins to be paid to you.

**Pre-Retirement Death Benefit of $5,000 or Less**

If you die before the vested portion of your Account under the Plan begins to be paid to you and the vested portion of your Account is then $5,000 or less, it will be paid to your beneficiary under the Plan in a single sum as soon as practical after your death.

**Pre-Retirement Death Benefit of More Than $5,000**

If you die before the vested portion of your Account under the Plan begins to be paid to you and the vested portion of your Account is then in excess of $5,000, it will be paid to your beneficiary under the Plan at any time after your death that your beneficiary under the Plan elects (in a form of benefit that is described later in this Part 7 of the SPD).

But any such election must meet the following rules.

(1) Except to the extent noted in item (2) immediately below, the vested portion of your Account must in this situation generally begin to be paid by the December 31st of the calendar year that immediately follows the calendar year in which you die (or, if your surviving spouse is your sole beneficiary under the Plan, by the December 31st of the calendar year in which you would have attained age 70½ had you not died or the December 31st of the calendar year that immediately follows the calendar year in which you die, whichever is later).
However, your beneficiary can instead choose to defer the date by which the vested portion of your Account must begin to be paid in this situation past the date described in item (1) immediately above as the latest possible date for starting payment of such Account portion. But if the beneficiary so chooses to defer the payment, the entire Account portion must be completely paid by the December 31st of the calendar year in which the fifth annual anniversary of your death occurs (and thus the form of benefit chosen for the payment of such Account portion must be one that will complete payments by such date).

**Form of Pre-Retirement Death Benefit**

As is indicated above, if a pre-retirement death benefit is payable to your beneficiary under the Plan and the vested portion of your Account at the time payment of such death benefit is to be made is $5,000 or less, then the form in which such benefit will be paid will always be a single sum payment.

If a pre-retirement death benefit is payable to your beneficiary under the Plan and the vested portion of your Account at the time payment of such death benefit is to begin is in excess of $5,000, then the form in which such benefit will be paid will be a single sum payment unless your beneficiary otherwise elects.

But your beneficiary will in this situation be permitted to elect to have such benefit paid in one of the same two optional forms that would be able to be elected by a Plan participant if the death benefit was a retirement benefit (a fixed period certain annuity or a fixed amount annuity). Such election must be made prior to the date by which the death benefit is to begin being paid under the rules noted above.

Under either optional form of benefit, the benefit cannot be paid over a period of time in excess of your beneficiary’s life expectancy (as such life expectancy is determined under tables of the IRS and subject to other IRS minimum required payment rules).

**Beneficiary or Participant Choice of Time and Form of Pre-Retirement Death Benefit**

The rules above note that, when a pre-retirement death benefit is payable to your beneficiary under the Plan and the vested portion of your Account at the time payment of such benefit is to begin is in excess of $5,000, your beneficiary under the Plan will have certain rights to elect the time at and form and in which such benefit will be paid.

However, notwithstanding such rules, you can elect, by submitting a written notice to Principal before you die and in the event you die before any retirement begins to be paid to you under the Plan, the time at and form in which such death benefit will be paid. But if you make such election before you die, then your beneficiary will not have the right or flexibility to choose himself or herself the time and form of such benefit.

**Beneficiary Designation**

For purposes of any pre-retirement death or other survivor benefit provided under the Plan after you die, if you are survived by a spouse, your “beneficiary” for purposes of such pre-retirement
death or survivor benefit will be deemed to be your surviving spouse, unless prior to your death you designate another beneficiary for such benefit.

To make such designation, you will have to complete an appropriate beneficiary designation form and file it with the Plan before your death. Such a designation would generally not be effective, however, without your spouse also, on the applicable beneficiary designation form, (i) consenting to the different beneficiary, (ii) acknowledging the effect of the consent, and (iii) having his or her signature witnessed by a notary or a Plan representative.

Your spouse’s consent to the designation of another beneficiary is not generally required, however, if the Plan Administrator determines that you are not married or that your spouse cannot reasonably be located.

If you are not survived by a spouse, your “beneficiary” for purposes of any pre-retirement death or other survivor benefit provided under the Plan after you die will be whomever person is designated as beneficiary by you prior to your death, provided such person survives you.

If you are not survived by a spouse or another properly designated beneficiary, your beneficiary under the Plan will be deemed to be your estate.

**In-Service Withdrawals From Your Vested Account**

You have certain limited rights to withdraw a portion of the vested portion of your Account under the Plan while you are still employed by the Company and before your retirement benefit begins to be paid.

**Age 59½ or Older Withdrawals**

If you are age 59½ or older, you may withdraw all or any part of your entire vested Account. You may make such a withdrawal at any time.

Such a withdrawal is generally taken on a pro rata basis from the investment funds in which your vested Account is then invested.

**Military Service Withdrawals**

If you are a member of a reserve unit of the United States Armed Forces and were or are called to active duty after September 11, 2001 for a period of time that exceeds 179 days, you may withdraw all or any part of the portion of your vested Account that is attributable to the Elective Deferral Contributions made for you during your period of active duty. Such a withdrawal is generally taken on a pro rata basis from the investment funds in which that portion of your vested Account is then invested.

**Hardship Withdrawals**

You may also make a withdrawal from the vested portion of your Account that is attributable to the Elective Deferral Contributions made for you under the Plan at any time to meet a hardship situation.
Any request must meet the requirements noted below as to a hardship withdrawal in order to be granted. The Plan Administrator will decide whether any request for a hardship withdrawal can be granted.

Also, a charge or restriction might apply for some investment options in which your Account is invested if you are granted a hardship withdrawal.

To be granted, any hardship withdrawal request must be made to meet one of the following reasons:

- costs directly related to the purchase (excluding mortgage payments) of your primary home;

- uninsured medical expenses for yourself, your spouse, or a dependent (but determined without regard to any gross income test that must normally be met for a person to be your dependent for federal income tax purposes) that would constitute deductible-type expenses to you (without regard to whether or not they exceed 7.5% of your adjusted gross (taxable) income for the applicable year);

- payment of tuition, related educational fees, and room and board expenses of college or other post-secondary education for the next twelve months for yourself, your spouse, or a dependent (but determined without regard to any gross income test that must normally be met for a person to be your dependent for federal income tax purposes);

- payments necessary to prevent foreclosure on or eviction from your primary home;

- funeral or burial expenses for your deceased parent, spouse, child, or dependent (but determined without regard to any gross income test that must normally be met for a person to be your dependent for federal income tax purposes); or

- expenses for the repair of damage to your principal residence that would qualify for a casualty deduction on your federal income tax return (determined without regard to whether the loss exceeds 10% of your adjusted gross income).

In addition, in order to show that you need the Plan funds to meet your hardship, the three conditions below must also be met before the request for a hardship withdrawal can be granted:

- the requested withdrawal cannot be more than the amount of the hardship;

- if you have nontaxable loans or other amounts available from the Plan or any other deferred compensation plans of the Company, you must first try to meet the hardship by obtaining such loans or amounts; and
you must agree that you will suspend your Elective Deferral Contributions under the Plan (and all employee contributions under all other deferred compensation plans of the Company, if any) for at least six months after the withdrawal is made.

Your hardship withdrawal that is taken from your vested Account generally cannot exceed the dollar amount of the Elective Deferral Contributions made on your behalf to the Plan (or, if less, the value of the portion of your Account that is attributable to such contributions). Gains on such contributions cannot be withdrawn by reason of a hardship.

Such withdrawal is generally taken on a pro rata basis from the investment funds in which the portion of your vested Account that is attributable to your Elective Deferral Contributions is then invested.

**Tax Treatment of Distributions**

Generally, you (or your beneficiary) must include the amount of any Plan payment made to you (or your beneficiary) in income for federal income tax purposes in the year in which you receive (or your beneficiary receives) the distribution.

Further, if you receive a payment from the Plan, such payment may also be subject to a federal excise tax equal to 10% of the payment if the payment is made prior to when you reach age 59½, unless the payment (i) is made after a separation of your service with the Company that occurs in the calendar year in which you attain age 55 or in any later calendar year, (ii) is made in substantially equal amounts over your life expectancy or the joint life expectancies of you and a beneficiary, (iii) is able to be and is properly rolled over within 60 days of receipt to an individual retirement account or annuity (an “IRA”) or another employer plan, or (iv) is subject to some other exception under Section 72(t) of the Internal Revenue Code.

However, you (or your beneficiary) will not be taxed (for federal income tax purposes) on distributions of any Roth Elective Deferral Contributions that you made under the Plan. In addition, distribution of any net gains on your Roth Elective Deferral Contributions will not be subject to federal income tax if a distribution is a “qualified” distribution.

A “qualified” distribution of your Roth Elective Deferral Contributions is one that is made after you have attained age 59½ or is made on account of your death or total disability. Also, in order to be a “qualified” distribution, the distribution cannot be made prior to the expiration of a five-year participation period. The five-year participation period is the five-year period beginning on the first day of your tax year in which you first make Roth Elective Deferral Contributions to the Plan (or to another 403(b) plan or 401(k) plan if such amount was rolled over into the Plan) and ending on the last day of your tax year that is five years later.

In most cases, you will generally be able to elect to have any payment that will otherwise be made from the Plan to you directly rolled over to an IRA, either a traditional IRA or a so-called Roth IRA, or another employer plan that is eligible and agrees to accept the rollover. Even if paid to you, you generally will have 60 days after your receipt of the payment to roll over the payment to an IRA or other employer plan.
However, any hardship distribution under the Plan, any other Plan benefit that may be made over ten years or more, any legally required minimum distribution (generally a portion of any distribution made in the calendar year immediately preceding the calendar year in which you reach your required beginning date or in any later calendar year), and certain other distribution types are not eligible for rollover.

A similar type of rollover right will generally apply to your surviving spouse when your spouse is your beneficiary under the Plan and a benefit under the Plan otherwise eligible for a rollover is paid to your surviving spouse. But if your beneficiary under the Plan is not your surviving spouse, then, in most cases, your beneficiary can elect to roll over any such benefit payable under the Plan upon your death only to a so-called inherited IRA (under which payments are made as if the IRA had been initially established for you).

In fact, if the vested portion of your Account is being paid to you and is between $1,000 and $5,000 and you do not make an affirmative election as to whether or not you want to receive any part of a payment eligible for rollover in a direct rollover, then the payment will generally made automatically to a traditional IRA that the Plan Administrator selects.

If such an automatic rollover IRA is established for you, you will be the beneficial owner of such automatic rollover IRA. Such automatic rollover IRA will initially be invested in products that are designed to preserve principal (the amount of the initial investment) and provide a reasonable rate of return, consistent with retaining liquidity (so that you can change investments readily). As the IRA owner, you will be able to change the future investments of the automatic rollover IRA. All fees and expenses of maintaining such an automatic rollover IRA for you will be paid directly from such IRA.

Under the Plan’s current policies, such automatic rollover IRA would be a savings-type account that is trusteeed by Principal Trust. The Plan Administrator will provide you further information as to the automatic IRA if it applies to you.

A rollover, in any case when it applies, often will defer federal income taxes on the portion of the payment that is rolled over until you receive (or, when applicable, your beneficiary receives) the money from the IRA or other employer plan (except when a rollover to a Roth IRA or Roth plan account is involved) or provide other tax advantages (in the case of a rollover to a Roth IRA or Roth plan account).

You will receive more detailed information as to the tax rules applicable to any payment to be made to you (or your beneficiary) from the Plan prior to the start of such payment.

**Methods By Which You Make Distribution or Withdrawal Elections**

In general, when you are (or your beneficiary is) permitted to make an election as to the timing or form of the distribution of your Account under the Plan, a request for an in-service withdrawal, or a beneficiary designation under the rules set forth above in this Part 7 of the SPD, you can make such election or request:

1. by going online at Principal’s website, www.principal.com. You will have to complete certain information when you log on to that website for Plan purposes; or
(2) by completing appropriate distribution, withdrawal, or beneficiary forms. You can obtain such forms by contacting Principal’s Call Center, by calling TeleTouch® at 1-800-547-7754, Monday through Friday from 8:00 a.m. Eastern Time to 10:00 p.m. Eastern Time, and following the instructions to get to the Call Center. You will have to complete certain information when you call TeleTouch® in order to use that system for Plan purposes.

In fact, if your employment with the Company ends, the Plan Administrator generally will contact Principal and Principal will then send you appropriate distribution forms that concern the payment of your Account under the Plan.

But if you fail to receive such forms soon after your employment ends, you can still request such forms by one of the methods noted above.

**Forfeiture of Nonvested Portion of Plan Account**

If your employment with the Company terminates before attaining age 65 or completing at least three years of service (as described in Part 5 of this SPD) and other than because of your total disability or death, any nonvested portion of your Account under the Plan is usually forfeited when you receive the full vested portion of your Account.

If, however, you are partially vested in your Account under the Plan but do not receive the vested portion of the Account until after you have incurred a five-year period of severance (that is, a five-year period that immediately follows your latest period of service described in Part 5 of this SPD and during which you are not employed by the Company), then the nonvested portion of your Account will in any event be forfeited as of the last day of the end of such five-year period of severance.

In the event any portion of your Account under the Plan is forfeited because of your termination of employment, such amount will be “restored” under the Plan to a new Account for you if, before incurring a five-year period of severance, you are rehired by the Company and pay back to the Plan within five years of your reemployment any amount that may have been distributed to you from your vested Account on your earlier termination of employment.

Amounts forfeited from any participant’s Account under the Plan during any plan year will first be applied to restore any previously forfeited amounts to new Accounts under the Plan of other rehired participants needed to be made for such plan year under the rule set forth in the paragraph immediately above.

The forfeited amounts which are not needed to make such restorals will generally be used to reduce other contributions of the Company that would otherwise be made to the Plan for the plan year in which the amounts are forfeited.

It should also be noted that to the extent forfeitures arising in a plan year are insufficient to meet all of the restorals needed to be made for such year, additional contributions of the Company will be used to make such restorals.
PART 8: ADMINISTRATION OF PLAN

Parties to Administer Plan

TCH, The Christ Hospital, is the “plan sponsor” and “administrator” of the Plan as those terms are used in ERISA (the Employee Retirement Income Security Act of 1974).

The current address of TCH is 2139 Auburn Avenue, Cincinnati, Ohio 45219, and its current telephone number is (513) 585-2000. The Employer Identification Number of TCH (which is assigned to TCH by the IRS) is 31-0538525.

TCH administers the Plan through a Benefits Committee (the “Benefits Committee”), the members of which are part of TCH’s management team and the chairman of which is TCH’s Chief Administrative Officer.

The Benefits Committee (and in fact TCH when acting as the Plan Administrator) may be reached at the following address: The Christ Hospital, 2139 Auburn Avenue, Cincinnati, Ohio 45219, Attn.: Chief Administrative Officer.

The Benefits Committee has complete authority and discretion to administer the Plan and decide all issues arising under the Plan. Subject to the claims and appeal procedures described in Part 9 of this SPD, the determination of the Benefits Committee as to the interpretation of the Plan or any disputed question under the Plan will be conclusive on all interested parties.

The Benefits Committee also can designate certain persons to act as its agent under the Plan (including employees of the Company) and/or employ firms or businesses to assist the Benefits Committee in administering the Plan. Any such parties are deemed to have the same authority and discretion as the Benefits Committee when they are acting within their scope of authority.

Principal Currently Provides Administrative Services for Plan

As of January 1, 2014, Principal (which includes Principal Financial Group® and its affiliates like Principal Life, Princor, and Principal Trust) has been employed by TCH to provide administrative assistance for the Plan.

Principal is very involved in administering the Plan, and its online, voice response, and call center systems are used extensively under the Plan.

For more information about Principal or the Plan, you may access Principal’s website at www.principal.com or call TeleTouch® at 1-800-547-7754.

Special Rules for Processing Distributions and Other Transactions

Distributions, investment directions, trades, and similar transactions under the Plan will be completed as soon as administratively possible once the information needed to complete such transaction has been received from you or whoever is providing the information. The time it takes to complete a transaction is not guaranteed by the Plan Administrator or any other Plan representative.
Factors such as a failure of systems or computer programs, a failure of transmission of data, forces that cannot be controlled or anticipated, a failure of a service provider to timely receive values or prices, or a correction of errors will be used to determine how soon it is possible to complete a transaction.

While it is anticipated that most transactions will be completed in a short period of time, in no event will the time needed to process a transaction be deemed to be less than 14 days.

The processing date of a transaction will be binding for all purposes under the Plan and considered the applicable valuation date for any transaction.

PART 9: CLAIMS AND APPEAL PROCEDURES UNDER PLAN

General Claims and Appeal Procedure Rules

Claims for benefits under the Plan may be made under the methods described in Part 7 of this SPD. Further, if you feel that you are entitled to a benefit which has not been paid, dispute the amount of benefit paid by the Plan, or have some other dispute with the Plan, you may also file a written claim as to such matter with the Benefits Committee (by means of a written letter or other notice that is received by the Benefits Committee). The Benefits Committee (or agents appointed by the Benefits Committee for this purpose) will decide the merits of the claim.

If a claim of yours is denied, either in whole or in part, you will generally receive from the Benefits Committee (or agents appointed by the Benefits Committee for this purpose) a written notice of the denial within 90 days (or, if your total disability is material to the claim, 45 days) after the filing of the claim.

In certain cases additional time may be needed to determine whether a claim is to be approved or denied. In this event, you will generally be given a written notice, within the above-described 90-day (or 45-day) period, that an extension of not more than an additional 90 days (or, if your total disability is material to the claim, 30 days) is required. The notice will set forth the reason for the extension and will set a date by which a decision is expected.

The final notice of the denial, whenever issued, will set forth:

1. the specific reasons for the denial;
2. specific references to the pertinent Plan provisions on which the denial is based;
3. a description of any additional material or information necessary for you to perfect the claim and an explanation of why such material or information is necessary;
4. a description of the proper procedure you can follow to appeal the denial and the time limits applicable to such procedure; and
5. if your claim involves a claim for benefits under the Plan, a statement of your right to bring a civil action under Section 502(a) of ERISA in the event you appeal the denial of your claim and such appeal is denied.
If your claim is denied, either in whole or in part, you have the right within 60 days (or, if your total disability is material to the claim, 180 days) of the claim denial to appeal the denial.

To make such appeal, you must request a review of the denial of the claim by filing a written letter or other application with the Benefits Committee.

In connection with this review, you will be provided, upon request and free of charge, reasonable access to, and copies of, documents, records, and other background information relating to your claim. In addition, you may submit written comments, documents, records, and other information to the Benefits Committee, which information will be considered by the Benefits Committee (or agents appointed by the Benefits Committee or TCH for this purpose) when making a decision on your appeal. The Benefits Committee (or agents appointed by the Benefits Committee or TCH for this purpose) may but will not be required to hold a hearing as to the claim.

Please note that your review must be requested within 60 days (or, if your total disability is material to the claim, 180 days) after your receipt of the initial denial of your claim.

The Benefits Committee (or agents appointed by the Benefits Committee or TCH for this purpose) will make a decision on your appeal.

Within 60 days (or, if your total disability is material to the claim, 45 days) from the date of the receipt of the written request for review of your claim denial, the decision of the Benefits Committee (or of agents appointed by the Benefits Committee or TCH to decide your appeal) will be given to you in writing or a written notice will be given that additional time, not more than 60 days (or, if your total disability is material to the claim, 45 days), is needed to reach a decision.

If the claim is denied on appeal, the final notice of the denial of the appeal will set forth:

(1) the specific reasons for the denial;

(2) a reference to the Plan provisions on which the denial is based;

(3) a statement that you are entitled, upon request and free of charge, reasonable access to, and copies of, documents, records, and other background information relevant to the claim; and

(4) if your claim involves a claim for benefits under the Plan, a statement of your right to bring a civil action under ERISA Section 502(a).

You can appoint a representative to act on your behalf in making or pursuing a claim or an appeal of a claim denial. To appoint a representative, you should provide a written notice, signed by you and authorizing the representative to act for you in the matter, to the Benefits Committee. Also, note that, in general, you must pursue and exhaust all appeal rights that you have under the Plan with respect to a claim for benefits under the Plan in order to be entitled to file a civil suit under Section 502(a) of ERISA as to the claim.
Further, the Benefits Committee will ensure and verify that claim and claim appeal decisions are made in accordance with these procedures and that the Plan’s provisions are applied consistently with respect to similarly situated persons.

**Special Disability Claims and Appeal Procedure Rules**

In the event your total disability is material to a claim or an appeal of a denied claim, the following rules will also apply to such claim or appeal:

1. If an internal rule, guideline, or other similar criteria (a “rule”) was relied upon in making an adverse determination on the initial claim or on the appeal, the written notice as to any denial of the initial claim or the appeal will include such specific rule or a statement that such rule was relied upon in making the adverse determination and that a copy of that rule will be provided to you free of charge upon request;

2. The claim will be reviewed on the appeal without deference to the initial adverse determination and the review will be conducted by an appropriate fiduciary of the Plan who is neither the individual who made the initial adverse determination that is the subject of the appeal or the subordinate of such individual;

3. In the event the initial adverse determination on the claim was based in whole or part on medical judgment, an appropriate Plan fiduciary will, in considering such medical judgment under the appeal, consult with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment (and who is neither an individual who was consulted in connection with the initial adverse determination that is the subject of the appeal or the subordinate of any such individual);

4. Any medical or vocational experts whose advice was obtained on behalf of the Plan in connection with the initial adverse determination on the claim will be identified, without regard to whether the advice was relied upon in making the benefit determination.

**Plan Contact for Claims and Appeal Procedures**

For all of the claim and appeal procedures that are discussed above, any written communication can be sent to the Benefits Committee at the following address: The Christ Hospital, 2139 Auburn Avenue, Cincinnati, Ohio 45219, Attn.: Chief Administrative Officer.

**PART 10: ADDITIONAL IMPORTANT INFORMATION AS TO PLAN**

**Future of Plan**

TCH hopes and expects to continue the Plan indefinitely but reserves the right to amend it in any respect or to completely terminate it. Under TCH’s policies, either TCH’s Board of Directors, TCH’s Chief Executive Officer, or TCH’s Chief Administrative Officer generally has the power to act for TCH in taking an action needed to amend or terminate the Plan.
Note that if the Plan should be terminated and if you are affected by that Plan termination, then your Account under the Plan will automatically be fully vested.

Also, in the case of a complete termination of the Plan, your vested Account that then exists will, as soon as is administratively practical, be paid to you (or if you have died, to your beneficiary under the Plan) in a single sum.

However, no action to amend or terminate the Plan can reduce the amounts credited to your Account under the Plan as of the later of the action’s effective date or adoption or eliminate your right to receive your vested Account in a single sum within a reasonable time after your employment with the Company has ended (or, if earlier, within a reasonable time after the Plan’s complete termination).

A Plan amendment could, however, end your ability to elect to have further Elective Deferral Contributions made to the Plan for you and end your ability to have other Company contributions be made to your Account under the Plan.

Because benefits under the Plan are based on the balance in each participant’s Plan account, under law these benefits are not insured by the Pension Benefit Guaranty Corporation (the “PBGC”) under the plan termination provisions of ERISA. The PBGC is a federal agency that insures certain pensions provided by other kinds of plans known as defined benefit pension plans.

**No Guarantee of Employment**

The establishment of the Plan does not give you or any other person the legal right to be continued as an employee of the Company, and the Plan will not interfere with the ability of the Company to discharge any employee.

**Benefits Not Assignable**

Benefits or other amounts payable under the Plan are generally not subject to being assigned, pledged, or encumbered.

However, an offset to your Account could apply if you are found to have committed a crime against the Plan or violated a fiduciary duty owed by you to the Plan or if a federal tax levy or other U.S. action to recover an unpaid tax is applied against your Account.

In addition, special rules apply in the case of certain domestic relations orders qualified under law, which orders are called “qualified domestic relations orders” or “QDROs.” The Plan Administrator should be notified as to any such orders.

In general, your benefits under the Plan can be assigned to a former spouse, a child, or certain other persons pursuant to a QDRO that is issued to the Plan. However, a QDRO generally cannot increase the total amount of your benefits under the Plan or be paid in a form that would not be available to you.

The Plan has procedures for determining when an order received by it qualifies as a QDRO that will be accepted by the Plan.
You can obtain, without charge, a copy of such procedures upon written request to the Plan Administrator.

**Maximum Limits on Contributions Under Plan**

The Internal Revenue Code imposes maximum limits on the total amount of contributions and forfeitures that can be allocated to your Account under the Plan each plan year (a calendar year).

That limit is generally the lesser of a certain dollar amount ($52,000 for the Plan’s 2014 plan year and subject to IRS adjustments in certain future plan years to reflect cost-of-living increases) or 100% of your compensation for the year.

**Rollovers to Plan**

You may generally have any distribution that is payable or was paid to you under or from another tax-qualified employer plan (that meets the requirements of Internal Revenue Code Section 401(a), 403(a), 403(b), or 457(b)) or an IRA rolled over to the Plan, provided that:

1. the rollover is made under procedures allowed by the Plan and applicable law, such as by the other plan directly mailing the amount of the rollover to the Plan, by the other plan delivering to you a check for the rollover made payable to the Plan and you forwarding such check to the Plan, or by you forwarding a check in the amount of the rollover within 60 days of a payment to you from the other plan or IRA;

2. prior to the rollover, the Plan Administrator receives from you a form or writing, prepared or accepted by the Plan Administrator, under which (i) you certify that the distribution is eligible for a rollover to the Plan under applicable law and (ii) evidence is provided the Plan Administrator that indicates that the rollover is valid;

3. the Plan Administrator has no information which shows such amount is ineligible for a rollover to the Plan; and

4. the rollover does not reflect any prior after-tax contributions made to the other plan or IRA by you unless the rollover is made directly to the Plan from another tax-qualified plan.

If you cause a rollover contribution to be made to the Plan, the amount of the rollover will be credited to your Account under the Plan.

You will be fully (100%) vested in the portion of your Account that reflects the rollover contributions, you can make a withdrawal from such rollover portion of your Account at any time while employed by the Company even if you are not yet age 59½, and the other rules of the Plan concerning the investment and distribution of your Account will apply to the portion of your Account that reflects the rollover contributions.

If the Plan Administrator determines that a rollover contribution of yours that is received by the Plan was not a valid rollover, the amount of the invalid rollover, as adjusted by the Plan’s net gains and losses attributable thereto, will be paid to you.
If you want to consider a rollover to the Plan, you should contact the Plan Administrator to discuss the rules for a rollover.

**Plan-to-Plan Transfers and Contract Exchanges**

Under certain circumstances, you may directly transfer your vested account from another Internal Revenue Code Section 403(b) tax-deferred annuity plan to the Plan. This transfer becomes a part of your vested Account under the Plan.

In addition, if more than one custodial account or annuity contract can be used for investment purposes under the Plan, you (or your beneficiary under the Plan) generally may change the investment of your Account among any of the custodial accounts or annuity contracts that are allowed.

**Military Service**

You may be entitled to certain rights under the Uniformed Services Employment and Reemployment Rights Act of 1994 if you start a period of military service when employed by the Company.

The benefits you are entitled to will be determined at the time you return to service for the Company based on your period of military service and whether or not you returned to work during the period of time in which you have reemployment rights.

See the Plan Administrator to determine the rights you have if you return to work with the Company after a period of military service.

**Application of Current Booklet**

This SPD describes the Plan only as it will operate on and after January 1, 2014 (subject to any later amendments made to the Plan).

If you have any questions as to the operation of the Plan before such date, you should contact the Plan Administrator.

**Type of Plan, Plan Number, Plan Records, Legal Service, and Plan Employers**

The Plan is classified as a 403(b) plan (that is also intended to meet the requirements of Section 404(c) of ERISA).

The Plan Number of the Plan (that is used to help identify the Plan) is 006.

The records of the Plan are maintained on the basis of a calendar year which begins each January 1 and ends on the following December 31. As a result, a calendar year is considered the plan year of the Plan.

Legal process with respect to the Plan may be provided to TCH’s Chief Administrative Officer at the following address: The Christ Hospital, 2139 Auburn Avenue, Cincinnati, Ohio 45219, Attn.: Chief Administrative Officer. Service on the Plan Administrator is also sufficient.
Any organizations that are affiliated to TCH may participate in the Plan with TCH. As of January 1, 2014, the organizations that have employees participate in the Plan (and thus are considered part of the Company as that term is used in this SPD) are TCH and The Christ Hospital Physicians, LLC.

Further, at any time a list of all of the organizations that participate in the Plan can be obtained from the Plan Administrator upon written request and/or can be examined at the Plan Administrator’s main office during normal working hours (or, if you do not work in such office, can be sent within ten days of your request for your review to the facility where you work or which is closest to you).

**Statement of Rights**

As a participant in the Plan (The Christ Hospital 403(b) Retirement Savings Plan), you are entitled to certain rights and protections under ERISA (the Employee Retirement Income Security Act).

**Receive Information About Plan and Benefits**

ERISA provides that each Plan participant shall be entitled to:

Examine, without charge, at the Plan Administrator’s office and at other specified locations, such as worksites, all documents governing the Plan, including insurance contracts, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Plan Administrator may make a reasonable charge for the copies.

Receive a summary of the Plan’s annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.

Obtain a statement telling the total amount allocated to the participant’s account and the part of such amount in which he or she is “vested.” If the participant does not have a right to the entire amount allocated to his or her account, the statement will tell how many more years the participant has to work to get a greater vested right to the amounts allocated to his or her account. This statement must be requested in writing and is not required to be given more than once every twelve months. The Plan must provide the statement free of charge.

**Prudent Actions by Plan Fiduciaries**

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate the Plan, called “fiduciaries” of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries.
No one, including the Company or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a benefit or exercising your rights under ERISA.

**Enforce Your Rights**

If your claim for a benefit is denied in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file a suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court (provided you exhausted the available claims and appeal procedures of the Plan). In addition, if you disagree with the Plan’s decision or lack thereof concerning the qualified status of a domestic relations order (and you have exhausted the available claims and appeal procedures of the Plan), you may file suit in federal court.

If it should happen that Plan fiduciaries misuse the Plan’s money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court.

The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

**Assistance with Your Questions**

If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210.

You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.