

# Plan Highlights

## Carson City Hospital Retirement Plan

<b>Eligibility</b>	Immediately, you may begin contributing to the Plan on the next payroll date.															
<b>Employee Contributions</b>	Employee contributions are 100% vested. Contributions are processed through payroll deduction. The amount you contribute may be changed <i>anytime</i> by contacting the Human Resources Department. You may make pre-tax contributions up to 92% of total compensation not to exceed maximum limits listed below. <table><thead><tr><th>Year</th><th>Contribution</th><th>Catch-up, age 50 or older*</th></tr></thead><tbody><tr><td>2003</td><td>\$12,000</td><td>\$2,000</td></tr><tr><td>2004</td><td>\$13,000</td><td>Plus \$3,000</td></tr><tr><td>2005</td><td>\$14,000</td><td>\$4,000</td></tr><tr><td>2006</td><td>\$15,000</td><td>\$5,000</td></tr></tbody></table>	Year	Contribution	Catch-up, age 50 or older*	2003	\$12,000	\$2,000	2004	\$13,000	Plus \$3,000	2005	\$14,000	\$4,000	2006	\$15,000	\$5,000
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	*Catch-up provision: If you reach age 50 by December 31 of that year.															
	Rollovers from other qualified plans are permitted by participants.															
<b>Employer Contributions</b>																
<b>Eligibility Requirements</b>	Length of Service: 12 months of service with 1,000 hours, minimum Age: 21 Service with Mid-Michigan Health Care Enterprises will be credited. After completing the above requirements, employees may begin participating in the plan on the next scheduled entry date.															
<b>Entry Date</b>	January 1 or July 1  <i>Safe Harbor Contribution effective Jan 1, 2003</i> 3% of compensation, 100% vested, deposited annually.  <i>Profit Sharing Contribution</i> Discretionary, determined annually based on profitability. You must work 1,000 hours within the plan year and be employed on the last day of the plan year 12/31. Vesting Schedule: 1 yr – 20%, 2 yrs – 40%, 3 yrs – 60%, 4 yrs – 80%, 5 yrs – 100%															
<b>Distributions and Withdrawals</b>	Funds are available from the 401(k) plan at: Retirement Death Disability Termination of Employment Payouts are after plan year end Early Retirement – Age 55 with 5 years of service Hardship Withdrawals  Distributions prior to age 59 1/2 may be subject to an additional 10% IRS penalty, 20% advance Federal income tax and any ordinary income tax.															
<b>Employee Statements</b>	Individual account statements will be provided quarterly.															
<b>Account Access</b>	Investment elections may be changed at anytime by calling: <b>1-866-349-2149</b> or through the Internet at <b>www.pensiontrend.com</b> . Once your account is setup, your <b>User ID</b> is your Social Security Number. Your Personal Identification Number ( <b>PIN</b> ) is originally set to the <b>last four digits of your Social Security Number</b> . You may change your ID or PIN at anytime.															

The Plan is intended to be an ERISA Section 404(c) plan. This simply means that you “exercise control” over some or all of the investments in your Plan account. The fiduciaries of the Plan may be relieved of liability, or responsibility, for any losses that you may experience as a direct result of your investment decisions.

This information is provided for your convenience. Please see your Summary Plan Description for more complete details. Should there be any conflict between this summary and the contents of the plan, the terms of the plan will control.