Plan Today...
For a Secure Tomorrow

The St. Dominic Health Services, Inc.
2015 Retirement Plan Guide
This summary plan description (SPD) highlights the provisions of the Retirement Plan for Employees of St. Dominic Health Services, Inc. The benefits described herein apply to employees who perform at least one hour of service after December 31, 2014. Benefits for participants who terminated earlier are governed by the plan document in effect at their termination of employment. This SPD is intended to provide an easy-to-understand explanation of the Plan. It does not include all Plan provisions, especially those relating to situations that are unlikely to occur or that could affect only a few participants. Although all possible care has been taken in the preparation of this Summary Plan Description, it is not the official text of the Plan. In the event of any inconsistency between the information in this SPD and in the Plan itself, or to the extent the Plan contains more complete or detailed information or rules, the provisions of the Plan will prevail. In addition, if any oral or written representations made by any representative of St. Dominic conflict with this summary, the Plan document will control and takes the place of any prior oral or written communication on the subject of the benefit. This SPD does not constitute an expressed or implied contract or an offer of employment. St. Dominic cannot advise you regarding tax, investment or legal considerations relating to the Plan. Therefore, if you have questions regarding benefit planning, you should seek advice from a personal advisor (e.g., legal counsel, tax advisor, investment advisor).

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Preparing for Your Financial Future

In fulfilling the mission of our ministry by serving our community, we feel fortunate to have such a talented and dedicated workforce. In turn, we are committed to rewarding your loyalty and long service by partnering with you to help build your financial future.

As you progress through your professional career, you also have personal financial goals, which likely include planning a secure retirement. Retirement income will come from a number of different sources such as St. Dominic-sponsored plans, Social Security benefits, and personal savings and investments.

One of the ways St. Dominic helps you meet your goals is by setting aside money for you in a defined benefit retirement plan based on your date of hire.

<table>
<thead>
<tr>
<th>Hired</th>
<th>Retirement Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>On or after January 1, 2011</td>
<td>Cash Balance Benefit</td>
</tr>
</tbody>
</table>

Both the Cash Balance Benefit and Frozen Traditional Benefit (collectively, the Retirement Plan) are funded completely by St. Dominic. Not only does St. Dominic pay the entire cost, the amount of your benefit at retirement continues to grow the longer you work for St. Dominic.

The Big Picture

When you look at the big picture, this is how your financial future should add up:

- **RETIREMENT PLAN**
- **TAX-DEFERRED SAVINGS PLAN**
- **PERSONAL SAVINGS AND INVESTMENTS**
- **SOCIAL SECURITY**

Each piece plays an important role in your future. St. Dominic is committed to helping you meet your goals by providing you with valuable and competitive benefits. But don’t put off planning and saving because it is ultimately your responsibility to make sure you are prepared for your financial future. Start now by asking yourself some questions:

- When do I want to retire?
- How much money am I going to need?
- What savings and investments do I currently have?
- What should I do to make sure I am planning and saving adequately for my retirement?
Working Together for Your Future

You should plan carefully for a financially secure retirement. While St. Dominic provides you with valuable retirement benefits, we also give you the opportunity to save pre-tax money in the 403(b) Tax-Deferred Savings Plan and match the money you save there. If you delay planning, you will not have the advantage of time — the longer you save and invest through options such as the St. Dominic Tax-Deferred Savings Plan and other personal savings and investments, the more opportunity your money has to grow with interest.

It is important that you take an active role in planning and saving for your retirement. Identify how much you will need for retirement, take advantage of the 403(b) Tax-Deferred Savings Plan and regularly monitor your savings so that you can make adjustments to your goals.

This guide will help you understand the Retirement Plan and how you can use it in combination with your other sources of retirement income to help you meet your future financial goals. We encourage you to read this guide and talk to the Employee Benefits staff if you have any questions. To learn more about the 403(b) Tax-Deferred Savings Plan, contact Transamerica Retirement Solutions at (800) 755-5801 or at stdom.trsretire.com.

About the Retirement Plan

The Cash Balance Benefit and Frozen Traditional Benefit (collectively, the Retirement Plan) are defined benefit plans, which means they are designed to provide you with income in your later years. St. Dominic is responsible for making sure there is enough money in the Retirement Plan to pay for the benefits you and your coworkers earn. This means St. Dominic bears the investment risk of how the financial markets perform until you receive your benefit. When you leave St. Dominic, you can choose from a variety of payment options.

Retirement Plan At-a-Glance

<table>
<thead>
<tr>
<th></th>
<th>Cash Balance Benefit</th>
<th>Frozen Traditional Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Eligibility</strong></td>
<td>After one year of employment, you are eligible to participate if you are at least 21 years old and you have been paid for at least 1,560 hours in your first year of employment or within a subsequent calendar year.</td>
<td>After one year of employment, you are eligible to participate if you were hired before January 1, 2011, are at least 21 years old and you have been paid for at least 1,560 hours in your first year of employment or within a subsequent calendar year.</td>
</tr>
<tr>
<td><strong>Cost</strong></td>
<td>St. Dominic pays the full cost of the plan — you do not make contributions.</td>
<td>St. Dominic calculates your benefit using a formula that considers your pay and length of service through December 31, 2012. Your benefit for service after this date is earned through the Cash Balance Benefit.</td>
</tr>
<tr>
<td><strong>Formula</strong></td>
<td>St. Dominic calculates your benefit using a formula that includes pay credits and interest credits.</td>
<td></td>
</tr>
<tr>
<td><strong>Vesting</strong></td>
<td>You are 100% vested after three years of vesting service (paid at least 1,560 hours per calendar year).</td>
<td>You are 100% vested after five years of vesting service (paid at least 1,560 hours per calendar year). Persons hired before January 1, 2007, are 100% vested at the earlier of attaining five years of vesting service or reaching age 65.</td>
</tr>
<tr>
<td>Cash Balance Benefit</td>
<td>Frozen Traditional Benefit</td>
<td></td>
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<tr>
<td>------------------------------------------------------------------------------------</td>
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<td></td>
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<tr>
<td><strong>When You Can Receive a Benefit</strong></td>
<td><strong>When You Can Receive a Benefit</strong></td>
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<tr>
<td>There are various options for receiving your benefit when you leave St. Dominic.</td>
<td>You have the option to choose from a variety of payment options.</td>
<td></td>
</tr>
<tr>
<td><strong>How Benefits Are Paid</strong></td>
<td><strong>How Benefits Are Paid</strong></td>
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<tr>
<td>Benefits are paid as a lump sum, or you have the option to choose from a variety of</td>
<td>You have the option to choose from a variety of payment options.</td>
<td></td>
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<tr>
<td>monthly payment options (also known as annuities).</td>
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<tr>
<td><strong>Naming a Beneficiary</strong></td>
<td><strong>Naming a Beneficiary</strong></td>
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<tr>
<td>You may designate a beneficiary to receive your benefit in the event of your death.</td>
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<tr>
<td>If you are married, your spouse is automatically considered your beneficiary unless</td>
<td>If you are married, your spouse is automatically considered your beneficiary unless you</td>
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<tr>
<td>you formally change this designation with your spouse’s consent.</td>
<td>formally change this designation with your spouse’s consent.</td>
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<tr>
<td><strong>Pre-Retirement Death Benefits</strong></td>
<td><strong>Pre-Retirement Death Benefits</strong></td>
<td></td>
</tr>
<tr>
<td>Your accrued benefit is paid to your surviving spouse or other designated beneficiary if you die after you’re vested but before you begin receiving benefits. You will be given the opportunity to designate a beneficiary. Your spouse must consent in writing if you select a non-spouse beneficiary.</td>
<td>Your accrued benefit is paid to your surviving spouse or other designated beneficiary if you die after you’re vested but before you begin receiving benefits. You will be given the opportunity to designate a beneficiary. Your spouse must consent in writing if you select a non-spouse beneficiary.</td>
<td></td>
</tr>
<tr>
<td><strong>Disability Benefits</strong></td>
<td><strong>Disability Benefits</strong></td>
<td></td>
</tr>
<tr>
<td>If you become fully disabled after you become a participant, you may be eligible to begin receiving retirement benefits before you reach age 65.</td>
<td>If you become fully disabled after you become a participant, you may be eligible to begin receiving retirement benefits before you reach age 65. If you were hired on or after January 1, 2007, you must be fully vested (five years of service) to be eligible.</td>
<td></td>
</tr>
<tr>
<td><strong>Withdrawals and Loans</strong></td>
<td><strong>Withdrawals and Loans</strong></td>
<td></td>
</tr>
<tr>
<td>Because St. Dominic set up the Retirement Plan to help you plan for your future financial security, withdrawals or loans from the plan are not available.</td>
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<td></td>
</tr>
</tbody>
</table>

**How much is enough?**

Remember, most experts estimate you will need at least 75% of your pre-retirement income from all retirement income sources to maintain your current lifestyle during retirement.

Plan carefully! St. Dominic Employee Benefits staff are available to assist you with retirement planning information.
Participation

Eligibility to Participate
You become a participant in the Retirement Plan automatically if:

- You are an employee of St. Dominic Health Services, Inc. or one of its subsidiaries that has adopted the Retirement Plan, including:
  - St. Dominic – Jackson Memorial Hospital
  - Community Health Services – St. Dominic, Inc.
  - St. Catherine’s Village, Inc.
  - St. Dominic Medical Associates, LLC;
- You are at least 21 years old;
- You have completed at least one year of employment; and
- You are paid 1,560 hours or more in your first year of employment, or within a subsequent calendar year.

The following employees are excluded from participation:

- Physicians actively employed in physician practice after May 1, 2006,
- Bargained employees where retirement benefits are bargained, and
- Nurses who waived coverage for extra pay after January 1, 2007.

Which plan(s) you participate in is based on your date of hire:

<table>
<thead>
<tr>
<th>Hired</th>
<th>Retirement Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before January 1, 2011</td>
<td><strong>Frozen Traditional Benefit</strong> for service through December 31, 2012 (if satisfied participation requirements before January 1, 2011)</td>
</tr>
<tr>
<td></td>
<td><strong>Cash Balance Benefit</strong> for service beginning January 1, 2013, and thereafter</td>
</tr>
<tr>
<td>On or after January 1, 2011</td>
<td><strong>Cash Balance Benefit</strong></td>
</tr>
</tbody>
</table>

St. Dominic designed the Retirement Plan to provide benefits to those who have long and continuous service before leaving to start a new career or retire. With the Cash Balance Benefit, the longer you work at St. Dominic, the more interest credits and pay credits you will receive in your cash balance account, which also allows flexibility and portability of benefits for a mobile workforce. With the Frozen Traditional Benefit, your years of credited and vesting service through December 31, 2012, add to your retirement benefit.
Vesting
Vesting refers to your ownership rights to your benefit. You will receive one year of vesting service for each plan year you are paid at least 1,560 hours.

### Cash Balance Benefit

You must have three years of vesting service to be 100% vested, regardless of your age.

If you are vested and you leave St. Dominic, you can receive your benefit, which is based on your cash balance account value as of your termination date. If you leave before becoming 100% vested, you will not receive a benefit from the Cash Balance Benefit.

### Frozen Traditional Benefit

- If you were hired on or after January 1, 2007, you must have five years of vesting service to be 100% vested, regardless of your age.
- If you were hired before January 1, 2007, you will be 100% vested at the earlier of reaching age 65 or attaining five years of vesting service.

If you are vested and you leave St. Dominic, you will receive the value of your accrued benefit at retirement later in life (see the When You Can Receive Your Benefit section on page 9), but you may not take the value of your accrued benefit with you to another employer’s plan unless you take the benefit as a lump sum. If you leave before becoming 100% vested, you will not receive a benefit from the Retirement Plan.

<table>
<thead>
<tr>
<th>Years of Vesting Service</th>
<th>Vested Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash Balance Benefit</td>
<td></td>
</tr>
<tr>
<td>Less than 3</td>
<td>0%</td>
</tr>
<tr>
<td>3 or more</td>
<td>100%</td>
</tr>
<tr>
<td>Frozen Traditional Benefit</td>
<td></td>
</tr>
<tr>
<td>Less than 5</td>
<td>0%</td>
</tr>
<tr>
<td>5 or more</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Breaks in Service

If you have not earned a vested benefit under the Retirement Plan, you will lose your years of vesting service and credited service if you have a break in service. (See the If You Leave Before Retirement section on page 15.) A break in service occurs when you terminate employment and have less than 501 hours of service for the plan year. If you are later re-employed, however, your years of vesting service and credited service may be reinstated under certain conditions described below.

You will not be considered to have a break in service in the plan year in which you become a participant or if you die, retire or suffer a disability. Further, your service will not be considered terminated for approved leaves of absence such as illness or military service and for maternity and paternity leaves of absence in the case of the birth or adoption of a child.

If you are vested when you leave St. Dominic and are later rehired, your past years of vesting service and credited service will be reinstated on the date you are re-employed. If you were not vested when you terminated, your past years of vesting service and credited service may be reinstated if the period of time from your last break in service to your date of re-employment is less than five years.

If you do not meet any of the conditions above, your past years of vesting and credited service will not be reinstated.

### Hours that count...

An hour of service is an hour for which you are entitled to be paid by St. Dominic. This includes hours actually worked as well as certain periods when you are not at work. These nonworking hours include paid time off for vacation and holidays, illness, military leave and certain leaves of absence.

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1 Credited service applies only to the Frozen Traditional Benefit. For more information, see Credited Service on page 9.
Leaves of Absence

If you are on a leave of absence due to military service, your service will not be considered terminated as long as you return to employment within 60 days from your date of discharge from the military. If you are on a leave of absence as defined by the Family and Medical Leave Act of 1993, your service will not be considered terminated as long as you return to employment at the end of the defined leave period.

If You Become Disabled

If you become disabled and participate in the Frozen Traditional Benefit, you may be eligible for Disability Retirement. For more information, see the Disability Retirement section on page 14.

How You May Lose or Delay Your Benefits

The Plan exists specifically to provide retirement benefits. However, under certain circumstances, those benefits may be delayed, reduced or lost. For example:

- If your employment with St. Dominic’s terminates for any reason before you are vested, no benefits are payable.
- If your employment status changes such that you are no longer eligible to participate in the Plan, you will stop accruing service for additional benefit accruals.
- If you do not return to work at the expiration of an authorized leave of absence or military duty during the period in which your re-employment rights are guaranteed by law, your previously earned benefit may be forfeited if you were not vested.
- If you do not apply for benefits in a timely manner or fail to provide information requested by St. Dominic’s, benefits could be delayed.
- If you do not notify St. Dominic’s of a change in your address, benefits could be delayed.
- If a court order concerning child support, alimony or marital property rights so decrees, part of your benefit may be payable to someone other than you or your beneficiary.
- If you continue to work past your normal retirement date, you will continue to accrue benefits, but your benefits accrued through your normal retirement date will not be paid to you at your normal retirement date. Your total benefits, including benefits earned after your normal retirement date, will be paid to you when you retire.

Non-Benefit Registered Nurses

Non-benefit registered nurses do not participate in the Frozen Traditional Benefit. Any benefits earned by December 31, 2006, are not affected, and the usual Retirement Plan rules apply. Non-benefit registered nurses are those who voluntarily elected to waive their benefits in order to receive a higher hourly pay rate (after January 1, 2007).
Calculating Your Benefit

Your benefit is calculated differently based on the plan(s) in which you are an eligible participant:

- **Benefit if hired before January 1, 2011**
  - Frozen Traditional Benefit Formula for service through 12/31/2012
  - Cash Balance Benefit Formula for service beginning 1/1/2013

- **Benefit if hired after January 1, 2011**
  - Cash Balance Benefit Formula

The next sections will describe how each of the formulas are calculated.

**Cash Balance Benefit**

The Cash Balance Benefit offers a benefit based on a set formula that includes pay credits and interest credits. At normal retirement (age 65), St. Dominic will calculate your benefit as follows:

\[
\text{Cash Balance Total Account Balance} = \text{Pay Credits for All Years of Employment} + \text{Interest Credits for All Years of Employment}^*
\]

*Service beginning January 1, 2013, if you were hired and participating in the Frozen Traditional Benefit before January 1, 2011.

**Cash Balance Benefit Definitions**

**Pay Credits**

You will receive a pay credit in your Cash Balance Benefit account each year equal to 5% of your pay through December 31 for that particular plan year. Your pay credit is allocated to your cash balance account on December 31 of the plan year. A pay credit will be provided in years where you are paid at least 1,560 hours. A full benefit will be granted for partial years if death occurs, if you retire after normal retirement age, or if you have earned a year of credited service in the year in which you terminate (based on 130 hours multiplied by number of completed months).

**Interest Credits**

Your Cash Balance Benefit account will also be credited annually with interest. The interest is set annually at a rate equal to the average monthly return on 10-year Treasury Bonds from August to October of the previous year. Your interest credit is allocated to your cash balance account on December 31 of the plan year.
Cash Balance Benefit Example

This is an example of how benefits are calculated at retirement or termination:

Mary is 65, has five years of vesting service and leaves St. Dominic on January 1, 2018. Her beginning pay is $50,000 and increases by 3% each year. The interest credit is assumed to be 2.5% each year. Mary’s benefit will be equal to $13,933 when she leaves St. Dominic.

<table>
<thead>
<tr>
<th>Year</th>
<th>Pay</th>
<th>Pay Credit</th>
<th>Interest Credit</th>
<th>Total Credited to Account Balance for the Year</th>
<th>Total Account Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$50,000</td>
<td>$2,500</td>
<td>--</td>
<td>$2,500</td>
<td>$2,500</td>
</tr>
<tr>
<td>2</td>
<td>$51,500</td>
<td>$2,575</td>
<td>$63</td>
<td>$2,638</td>
<td>$5,138</td>
</tr>
<tr>
<td>3</td>
<td>$53,045</td>
<td>$2,652</td>
<td>$128</td>
<td>$2,780</td>
<td>$7,918</td>
</tr>
<tr>
<td>4</td>
<td>$54,636</td>
<td>$2,732</td>
<td>$198</td>
<td>$2,930</td>
<td>$10,848</td>
</tr>
<tr>
<td>5</td>
<td>$56,275</td>
<td>$2,814</td>
<td>$271</td>
<td>$3,085</td>
<td>$13,933</td>
</tr>
</tbody>
</table>

Total Account Balance After Five Years $13,933

The above amounts are rounded to the nearest dollar for illustrative purposes.

Since Mary is fully vested, she is eligible to receive her benefit when she leaves St. Dominic. Mary’s benefit will be equal to her total cash balance account, which is the sum of the pay credits and interest credits she received during her employment, or other optional form of benefits defined under the Retirement Plan.

Frozen Traditional Benefit

The Frozen Traditional Benefit offers a benefit based on a set formula that considers your pay and length of service. At normal retirement (age 65), St. Dominic will calculate your benefit as follows:

1. **Basic Component**
   - 1.75%

2. **Additional Component**
   - 1.0%

3. **Final Frozen Average Monthly Compensation**
   - through 12/31/2012

4. **Credited Service up to 30 Years**
   - through 12/31/2012

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Monthly Benefit

Pay That Counts

The Frozen Traditional Benefit considers any pay that is included on your federal W-2 plus any compensation deferred under a Section 125, Section 401(k), Section 457 or Section 403(b) plan, or compensation not included in gross income under Section 132(f), but excluding special pay like reimbursements and expense allowances and welfare benefits.

Pay used for the calculation is capped at IRS limits. The IRS adjusts the pay limits annually. In 2015, the IRS pay limit is $265,000.
Frozen Traditional Benefit Definitions

Final Frozen Average Monthly Compensation

Your final frozen average monthly compensation is the monthly average of your highest five consecutive calendar years of pay out of your last 10 years of service that occur before the earlier of December 31, 2012, and the date your employment ended (excluding years when credited service was not earned or you were not eligible to participate).

Covered Compensation

Simply said, covered compensation is the 35-year average maximum amount of pay recognized for determining Social Security benefits.

In more detail, covered compensation is the monthly average of your Social Security taxable wage during the 35 years up to and including the year you reach your Social Security normal retirement age (based on the year you were born). The IRS Covered Compensation table for the year during which you leave St. Dominic is used to determine the amount of your covered compensation. This amount is frozen as of December 31, 2012.

Credited Service

After January 1, 2007, you receive one year of credited service for each plan year you are paid at least 1,560 hours — beginning with your date of hire. In addition, partial credit may be granted for your year of hire and year of termination. Before January 1, 2007, credited service was awarded for each plan year in which you worked at least 1,000 hours. Credited service is frozen (cannot increase) as of December 31, 2012, which means your Frozen Traditional Benefit will be calculated based only on credited service through December 31, 2012.

When You Can Receive Your Benefit

Cash Balance Benefit

You are eligible to receive benefits from the Cash Balance Benefit when you terminate employment with St. Dominic or retire at age 65, as long as you are vested. You will not have access to your account (i.e., be able to take a loan or receive a benefit) while you are actively employed with St. Dominic. When you leave St. Dominic, you will need to decide how you want to receive your vested benefit, and you can choose from several payment options. Please see the How Benefits Are Paid section on page 16 for further information.

Frozen Traditional Benefit

If you are vested, you are eligible to receive benefits after you stop working for St. Dominic and meet certain age requirements. These are the types of retirement, which are further described on the following pages:

- Normal retirement
- Early retirement
- Delayed or late retirement
- Disability retirement

In addition, if you leave St. Dominic after you are vested but before normal retirement age, you will still be able to receive your accrued benefit. See the If You Leave Before Retirement (page 15) and Breaks in Service (page 5) sections for more information.

A Note About Service Before 1976

Part-time service before 1976 is excluded from credited service. For example, Jane was hired part-time in 1974 and has continued to work part-time. In 1974 and 1975, Jane was not eligible to receive credited service even though she was paid for at least 1,000 hours in each of those years.

However, due to changes in the Frozen Traditional Benefit’s rules, Jane began receiving credited service (as a part-time employee) toward the Frozen Traditional Benefit in 1976 as long as she was paid at least 1,000 hours in each plan year.

As of 2007, she will need to work at least 1,560 hours to receive credited service.

1 Part-time service before 1976 is excluded from credited service. See A Note About Service Before 1976 for more information.
Specific Considerations

In-Service Distribution
Effective April 1, 2013, if you are actively employed with St. Dominic and are age 62 or older, you may choose to receive a benefit from the Retirement Plan while still employed (an in-service distribution).

Normal Retirement
If you have completed at least five years of vesting service AND reached age 65 (normal retirement age under the Frozen Traditional Benefit) when you leave St. Dominic, you can choose to receive an unreduced — normal — retirement benefit from the Frozen Traditional Benefit. If you were hired before January 1, 2007, your normal retirement age is 65, even if you have not completed five years of vesting service.

Normal Retirement Example*:
Mary is 65, has 20 years of credited service as of December 31, 2012, and retires on July 1, 2015. Her final frozen average monthly compensation is $6,000, determined as of December 31, 2012. Because her covered compensation of $6,200 is greater than her final frozen average monthly compensation amount, her Additional Component equals $0. Mary’s monthly normal retirement benefit will be $2,100.

*As of April 1, 2013, a participant who has reached age 62 and has not separated from employment is allowed to receive a distribution of their benefit from the Retirement Plan. See In-Service Distribution above for more information.

Remember, your benefit will be reduced if you choose a payment method that provides continuing benefits for your beneficiary after your death. See the How Benefits Are Paid section on page 16 for details.

Early Retirement
If you have at least 15 years of credited service when you leave St. Dominic, you can choose to begin your retirement benefit at any time after you reach age 55 and terminate your employment with St. Dominic. (This is called early retirement.) If you decide to take early retirement (and begin to receive your retirement benefit before age 65), your retirement benefit will be reduced from normal retirement because you receive the money earlier and you are expected to receive more payments. Additionally, if you received in-service distributions at age 62 or later, your early retirement benefit will be further reduced. See In-Service Distribution above for more information.

The rule used to calculate your early retirement benefit depends on whether you are a grandfathered or non-grandfathered employee.
### Grandfathered and Non-Grandfathered Employees

If you take early retirement from the Frozen Traditional Benefit, St. Dominic will calculate your annual benefit using one of the formulas below — depending on whether you are a grandfathered or non-grandfathered employee. You are a grandfathered employee if you are an active participant, and:

- You are age 55 or older with at least 15 years of credited service as of January 1, 2011, or
- Your age plus credited service are greater than or equal to 75 points as of January 1, 2011.

Points refer to the sum of your age and credited service in years (service in full years and partial months, age rounded to nearest year).

If you are a grandfathered employee, St. Dominic will calculate your annual benefit using the Grandfathered Early Retirement Formula:

<table>
<thead>
<tr>
<th>Component Type</th>
<th>Percentage</th>
<th>Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic Component</td>
<td>1.75%</td>
<td>( \text{Final Frozen Average Monthly Compensation} \times \text{Credited Service up to 30 Years through 12/31/2012} \times \text{Early Retirement Reduction Percentage for Basic Component} )</td>
</tr>
<tr>
<td>Additional Component</td>
<td>1.0%</td>
<td>( \text{Final Frozen Average Monthly Compensation over Covered Compensation through 12/31/2012} \times \text{Credited Service up to 30 Years through 12/31/2012} \times \text{Early Retirement Reduction Percentage for Additional Component} )</td>
</tr>
</tbody>
</table>

equals \( \text{Monthly Benefit} \)

If you are not a grandfathered employee, St. Dominic will calculate your annual benefit using the Non-Grandfathered Early Retirement Formula:

<table>
<thead>
<tr>
<th>Component Type</th>
<th>Percentage</th>
<th>Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic Component after 12/31/2010</td>
<td>1.75%</td>
<td>( \text{Final Frozen Average Monthly Compensation} \times \text{Credited Service after 12/31/2010 and through 12/31/2012} \times \text{Early Retirement Reduction Percentage for Basic Component after 12/31/2010 and through 12/31/2012} )</td>
</tr>
<tr>
<td>Additional Component</td>
<td>1.0%</td>
<td>( \text{Final Frozen Average Monthly Compensation over Covered Compensation through 12/31/2012} \times \text{Credited Service after 12/31/2010 and through 12/31/2012} \times \text{Early Retirement Reduction Percentage for Additional Component after 12/31/2010 and through 12/31/2012} )</td>
</tr>
</tbody>
</table>

equals \( \text{Monthly Benefit} \)

*Credited Service used in calculating your total retirement benefit is limited to 30 years.*
Early Retirement Percentages

The early retirement percentages used in the formula are below:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>64</td>
<td>97.00%</td>
<td>88.59%</td>
<td>93.30%</td>
<td>88.59%</td>
</tr>
<tr>
<td>63</td>
<td>94.00%</td>
<td>78.69%</td>
<td>86.70%</td>
<td>78.69%</td>
</tr>
<tr>
<td>62</td>
<td>91.00%</td>
<td>70.09%</td>
<td>80.00%</td>
<td>70.09%</td>
</tr>
<tr>
<td>61</td>
<td>88.00%</td>
<td>62.58%</td>
<td>73.30%</td>
<td>62.58%</td>
</tr>
<tr>
<td>60</td>
<td>85.00%</td>
<td>56.00%</td>
<td>66.70%</td>
<td>56.00%</td>
</tr>
<tr>
<td>59</td>
<td>81.70%</td>
<td>50.22%</td>
<td>63.30%</td>
<td>50.22%</td>
</tr>
<tr>
<td>58</td>
<td>78.30%</td>
<td>45.12%</td>
<td>60.00%</td>
<td>45.12%</td>
</tr>
<tr>
<td>57</td>
<td>75.00%</td>
<td>40.62%</td>
<td>56.70%</td>
<td>40.62%</td>
</tr>
<tr>
<td>56</td>
<td>71.70%</td>
<td>36.63%</td>
<td>53.30%</td>
<td>36.63%</td>
</tr>
<tr>
<td>55</td>
<td>68.30%</td>
<td>33.09%</td>
<td>50.00%</td>
<td>33.09%</td>
</tr>
</tbody>
</table>

* The percent of Normal Retirement Benefit you would receive varies with your age on a monthly basis. For example, if you are age 63½, the Basic component for grandfathered benefits would be 95.5%.

Keep in mind that your benefit will be reduced again if you choose a payment method that provides continuing benefits for your beneficiary after your death. This reduction is in addition to the reduction for early retirement. See the How Benefits Are Paid section on page 16 for details.
Grandfathered Employee Early Retirement Example:

Stan is 60, has 20 years of credited service and retires on December 1, 2015. His final frozen average monthly compensation is $7,000, determined as of December 31, 2012. Because his covered compensation of $7,222 is greater than his final frozen average monthly compensation amount, his Additional Component equals $0. Stan’s monthly early retirement benefit will be $2,083.

<table>
<thead>
<tr>
<th>Component</th>
<th>Percentage</th>
<th>Final Frozen Average Monthly Compensation</th>
<th>Credited Service</th>
<th>Early Retirement Reduction Percentage</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic Component</td>
<td>1.75%</td>
<td>$7,000 through 12/31/2012</td>
<td>20 Years</td>
<td>85.0% for Basic Component</td>
<td>$2,083</td>
</tr>
<tr>
<td>Additional Comp</td>
<td>1.0%</td>
<td>$7,000-$7,222 = ($222) or $0</td>
<td>20 Years</td>
<td>66.7% for Additional Component</td>
<td>$0</td>
</tr>
</tbody>
</table>

Total: $2,083 Monthly Benefit

Non-Grandfathered Employee Early Retirement Example:

Alice is 57 and has 10 years of credited service on January 1, 2011. Alice retires 5 years later on January 1, 2016, at age 62, with 12 years of credited service (credited service is frozen at the amount earned on December 31, 2012). Her final frozen average monthly compensation is $7,500, determined as of December 31, 2012. Her covered compensation is $6,902. Alice’s monthly early retirement benefit will be $1,434.

<table>
<thead>
<tr>
<th>Component</th>
<th>Percentage</th>
<th>Final Frozen Average Monthly Compensation</th>
<th>Credited Service</th>
<th>Early Retirement Reduction Percentage</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic Component</td>
<td>1.75%</td>
<td>$7,500 through 12/31/2012</td>
<td>10 Years</td>
<td>91.0% for Basic Component</td>
<td>$1,194</td>
</tr>
<tr>
<td>Additional Comp</td>
<td>1.0%</td>
<td>$7,500-$6,902 = $598 through 12/31/2012</td>
<td>10 Years</td>
<td>80.0% for Additional Component</td>
<td>$48</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Basic Component</td>
<td>1.75%</td>
<td>$7,500 through 12/31/2012</td>
<td>2 Years</td>
<td>70.09% for Basic Component after</td>
<td>$184</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>12/31/2010 and through 12/31/2012</td>
<td></td>
</tr>
<tr>
<td>Additional Comp</td>
<td>1.0%</td>
<td>$7,500-$6,902 = $598 through 12/31/2012</td>
<td>2 Years</td>
<td>70.09% for Additional Component after</td>
<td>$8</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>12/31/2010 and through 12/31/2012</td>
<td></td>
</tr>
</tbody>
</table>

Total: $1,434 Monthly Benefit

*Credited Service used in calculating your total retirement benefit is limited to 30 years.
Delayed or Late Retirement

If you work past age 65, you will continue to earn additional retirement benefits. Your benefit will be calculated using the same formula as for normal retirement and you will receive an unreduced benefit. This benefit will not be less valuable than your benefit had you retired at age 65. The delayed retirement benefit will be based on the greater of:

1. Accrued benefit as of the delayed retirement date, or
2. Normal retirement benefit accumulated with interest to actual retirement date.

Disability Retirement

If you become disabled after you become a participant in the Frozen Traditional Benefit AND you satisfy the Frozen Traditional Benefit’s definition of total and permanent disability, you will be eligible for disability retirement and may retire before age 65. After January 1, 2007, you must be fully vested (five years of service) to qualify for a disability benefit. Disability benefits are NOT payable if your disability results from any of the following causes:

- Excessive and habitual use of drugs, intoxicants or narcotics;
- Injury or disease sustained while willfully and illegally participating in fights, riots, or civil insurrections, or while committing a felony;
- Injury or disease sustained while serving in any armed forces;
- Injury or disease that was diagnosed or discovered after the date your employment was terminated;
- Injury or disease sustained while working for anyone other than the employer and arising out of that employment;
- Injury or disease sustained as a result of war or an act of war; or
- Pre-existing condition at your date of hire, if such condition results in your disability within three years after your last year of employment. A pre-existing condition is any injury or disease for which treatment was rendered within one year before your date of hire.

If you retire and leave St. Dominic with a disability retirement benefit, your monthly disability income is payable for life with 120 payments guaranteed and will be calculated using the greater of:

- The present value, as of December 31, 2012, of your accrued pension benefit at your date of disability, or
- An amount equal to 12 times the value of your final frozen average monthly earnings.

The amount of your benefit depends on your age at the date payments begin and will be paid to you monthly. Your disability retirement income will start after you have been disabled for six months (or after you apply for disability benefits, if later). It is payable either under the Monthly Lifetime Annuity method if you are not married or under the Joint and 50% Beneficiary Annuity if you are married when your payments begin. You may choose another form of payment if your spouse consents in writing.

If you recover before age 65, your disability payments will stop. If you do not return to the active service of St. Dominic and you were vested on your disability retirement date, you will be entitled to your vested termination benefit as of the date of your disability.
If You Leave Before Retirement

The Frozen Traditional Benefit was designed to encourage you to stay at St. Dominic for your career. However, if you leave St. Dominic after becoming vested (five years of service) and you do not qualify for a normal, early or disability retirement benefit, you will be entitled to a monthly vested termination benefit starting when you reach age 65 (normal retirement age under the Frozen Traditional Benefit). You will receive a statement of the amount of income to which you will be entitled when you reach age 65.

The amount of your vested termination benefit will be based on the accrued benefit you have earned in the Frozen Traditional Benefit for service up to December 31, 2012, PLUS your Cash Balance Benefit total account balance for service after December 31, 2012, until the date you leave St. Dominic. Your monthly benefit is determined based on how you choose to receive your benefits as described in How Benefits Are Paid on page 16.

If you have completed at least 15 years of credited service, you may elect to receive your vested benefit from the Frozen Traditional Benefit as early as age 55 (early retirement). Remember, any benefits you elect to receive before age 65 are reduced to reflect the early start of benefit payments. If you leave before retirement, this vested benefit includes survivor protection. See the Survivor Benefits section on page 21 for details.

If the value of your vested benefit is $50,000 or less, you will be eligible to take the benefit from your Frozen Traditional Benefit as a lump sum after you have incurred a severance from employment in lieu of monthly payments at a later date (i.e., early or normal retirement).

Re-employment After Termination

Please note that if you are re-employed after December 31, 2010, you will not earn additional credited service in the Frozen Traditional Benefit. If you were vested at the date of your termination, you will not lose the benefits you have earned, but the amount of your benefit from the Frozen Traditional Benefit will not increase since you cannot accrue additional credited service if you are rehired after December 31, 2010. For more information on re-employment after termination, see Breaks in Service on page 5.

If You Go on Military Leave

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and the Heroes Earning Assistance and Relief Tax Act of 2008 (the “HEART Act”) guarantee certain rights to eligible employees who enter military service.

Under USERRA, upon reinstatement, you are entitled to the seniority, rights and benefits associated with the position held at the time your employment was interrupted, plus additional seniority, rights and benefits that would have been attained if your employment had not been interrupted. These rights include service credit under the Retirement Plan for the purposes of calculating a benefit and becoming vested. Such leave will not constitute a break in service.

Under the HEART Act, your surviving spouse or beneficiary may be entitled to special rights if you die during military service. In general, if you are called into active duty and you would have been entitled to re-employment rights under USERRA, your surviving spouse or beneficiary may be entitled to the Plan’s death benefits if you die during military service.

If you think you may be eligible for these special rights under USERRA or the HEART Act, contact the Employee Benefits Department by calling (601) 200-6706.
How Benefits Are Paid

St. Dominic recognizes that your personal and financial needs are unique. As a result, when you retire you will have the chance to choose how you want to receive your benefit.

Benefit Payment Options

The following chart defines the payment options:

<table>
<thead>
<tr>
<th>Payment option</th>
<th>Cash Balance Benefit</th>
<th>Frozen Traditional Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lump-Sum Payment</strong></td>
<td>Yes</td>
<td>Yes, if the lump-sum value of your retirement benefit equals $50,000 or less.</td>
</tr>
<tr>
<td>An option to receive your entire benefit in a single payment.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Monthly Lifetime Annuity</strong></td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>This form of payment provides a larger monthly income to you for as long as you live. When you die, benefit payments do not continue to be made to your beneficiary or anyone else.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Monthly Lifetime Annuity with 10 Years Guaranteed</strong></td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Under this method of payment, you receive monthly benefit payments during your lifetime. If you die within 10 years after your payments begin, your beneficiary will receive the same monthly income until all 120 monthly payments have been made. Please note that under this option, your benefit payments are adjusted to take into account the protection it provides your beneficiary.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Joint and 50% Beneficiary Annuity</strong></td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Under this option, you receive a monthly benefit payment for as long as you live. Following your death, 50% of the monthly amount will be paid to your beneficiary for his or her lifetime. If your beneficiary dies before you, you continue to receive the same monthly amount you received during your joint lifetime. Please note that under this option, your benefit payments are adjusted to take into account the protection it provides your beneficiary.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Joint and 2/3 Survivor Annuity</strong></td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Under this option, you receive a monthly benefit payment for the joint lifetime of you and your beneficiary. Following the death of either you or your beneficiary, 2/3 of the monthly amount will be paid to you or your survivor for his or her lifetime. Please note that under this option, your benefit payments are adjusted to take into account the protection it provides your survivor. This option is different from the Joint and 50% Beneficiary Annuity in that your payment will also be reduced if your beneficiary dies before you.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

What is an Annuity?

An annuity is a form of benefit payment that provides monthly payments for your lifetime. An annuity can also continue for the lifetime of your beneficiary or for a number of guaranteed years depending upon the payment option you choose. You have four forms of annuity payments from which to choose that are equivalent in value to the normal form of payment. You can choose a different form of payment under the Cash Balance Benefit or the Traditional Benefit, if eligible.
Normal Forms of Payment

Cash Balance Benefit

If you are single: Lump-Sum Payment

If you are married: Joint and 50% Beneficiary Annuity

Frozen Traditional Benefit

If you are single: Monthly Lifetime Annuity — unless you are age 50 or older and attained 10 years of credited service as of December 31, 2006, in which your normal form of payment is the Monthly Lifetime Annuity with 10 Years Guaranteed

If you are married: Joint and 50% Beneficiary Annuity

If you are married, you may elect an option other than the normal form of payment with spousal consent.

Lump-Sum Payment Options

If you choose a single lump-sum payment, you may choose to do one of two things with your lump-sum payment:

- **Receive a distribution:** If you decide to cash out your lump-sum benefit, the benefit amount is considered ordinary income and is subject to an automatic tax withholding. St. Dominic is required by law to withhold 20%; however, the actual tax may be higher or lower than this amount and will be based on figures you provide in your income tax return at the end of the year. If you are age 59½ or younger when you cash out the lump sum, the IRS may require you to pay an additional 10% penalty.

- **Roll over your benefit:** To postpone paying taxes on your lump-sum benefit amount, you can choose to roll over all or a portion of your lump-sum benefit directly into an Individual Retirement Account (IRA) or another employer’s qualified retirement plan (if the plan accepts rollovers). You must roll over your account balance within 60 days of receiving your benefit to avoid paying taxes on the lump sum. If you choose to roll your benefit over, you will still need your spouse’s notarized consent. If your lump-sum benefit is under $5,000 but more than $1,000, you can choose to have the lump sum automatically rolled over to an IRA or another employer’s qualified retirement plan (if the plan accepts rollovers).

Cost of Living Adjustment (COLA)

The Frozen Traditional Benefit incorporates an annual cost-of-living adjustment, called a COLA. Each year (regardless of the option you elect), your benefit payment will be adjusted on January 1, up to a maximum of 3% per year but not less than 0%, to account for the effects of inflation as measured by the Consumer Price Index (CPI). CPI is based on all Urban Consumers (CPI-U) for the period ending on September 30 of the prior year. To be eligible for the COLA, retirees must be in payment for at least one year.

If you are a non-grandfathered employee, you are eligible for the COLA for the portion of your benefits attributed to years of service through December 31, 2010. The portion of your benefits attributed to years of service after this date is not eligible for the COLA. COLA was eliminated for all service earned after January 1, 2013.

### COLA Example

Mary is 60 years old and has 10 years of credited service as of January 1, 2011. She does not meet the grandfathering criteria under the new pension benefit plan because her age plus service is less than 75 points. Mary retires on January 1, 2016, at age 65, with 15 years of service. Mary’s total benefit is $1,500 per month.

Because she is not grandfathered, $1,000 is attributable to her years of service before January 1, 2011 (10/15 x $1,500). $500 is attributed to her service after this date (5/15 x $1,500).

This means $1,000 of Mary’s monthly benefit will be subject to an increase each year with a COLA after she has received payments for at least one year.
Leave Your Benefit in the Plan
You may leave your vested Cash Balance Benefit account balance in the Retirement Plan where it will continue to earn interest credits until you receive your benefit. Your account will no longer earn pay credits. You may elect a lump-sum payment or annuity payment option at a later date but commencing no later than age 65.

A Word About Taxes
The Retirement Plan has been designed to meet Internal Revenue Code requirements to take advantage of special tax treatment for a plan like ours. This means the benefits you earn are not currently taxable to you. You are taxed only when you actually receive benefits from the Retirement Plan. The taxation depends on when and how your benefits are paid to you.

In general, any payments you receive from the Retirement Plan will be subject to ordinary income tax. Since tax liability depends on a number of individual factors, you should talk with a tax professional — before choosing a form of payment — to help you determine how your taxes will be affected.

Changing Your Payment Option Election or Your Beneficiary
You may change your payment option election or your beneficiary at any time before you receive a lump sum or annuity payments begin. If you choose an annuity form of payment, you may also change your payment option once after your benefit payments start if you provide the Retirement Committee with evidence of your good health and your beneficiary's good health, if applicable. If you are married, however, and your spouse waived the Joint and 50% Beneficiary Annuity or the Joint and 2/3 Survivor Annuity in favor of an alternate joint beneficiary, you must obtain your spouse's written and notarized consent to make the change. All changes or waivers must be completed on forms provided by St. Dominic.

Get Advice on Taxes
Before you decide which payment option to choose, we encourage you to talk to a tax specialist since different tax consequences may be associated with each selection.
Applying for Benefits

Steps You Need to Take

Planning for your next phase of life shouldn’t be something you do overnight. It is important to allow enough time to make informed decisions about your benefits. The basic checklist below will assist you in making a smooth transition.

<table>
<thead>
<tr>
<th>Twelve Months or More Before Retirement</th>
<th>Six Months Before Retirement</th>
<th>Three Months Before Retirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Check your last Retirement Plan benefits statement for accuracy.</td>
<td>• Discuss your estimated benefit and payment options with your family and financial advisor.</td>
<td>• Request final calculation from Transamerica Retirement Solutions.</td>
</tr>
<tr>
<td>• If you are age 62 or older, contact the Social Security Administration to determine what your options are for benefits. Ask them what documents you will need when applying for Social Security benefits.</td>
<td>• Re-evaluate the preliminary budget you created six months earlier, and work with your financial advisor to create an investment and spending strategy aimed at preserving your principal as much as possible.</td>
<td>• Submit completed calculation along with supporting documentation to Transamerica Retirement Solutions.</td>
</tr>
<tr>
<td>• Contact the Employee Benefits Department for an estimate of your retirement benefit.</td>
<td>• Prepare a preliminary retirement budget, comparing your expenses against the total of your St. Dominic monthly retirement benefit, monthly Social Security benefit and any other retirement income that may be available to you.</td>
<td>• Plan your retirement party!</td>
</tr>
</tbody>
</table>

Application Process

Contact Transamerica Retirement Solutions at (800) 755-5801 at least 90 days in advance to start the retirement process.
Appeals Procedures

If you disagree with a decision, you or your authorized representative may ask for a review by submitting a written request. Your request should include the issues and comments you feel are important. You may also review pertinent documents if you wish.

In the case of an adverse benefit determination regarding disability benefits, if an internal rule, guideline, protocol or other similar criterion was relied upon in making such determination, a statement to that effect and a copy of such criterion will be provided to you free of charge upon your request.

The review process sets the following limits on the amount of time you may take to make your request and for Transamerica Retirement Solutions to respond:

<table>
<thead>
<tr>
<th>Action</th>
<th>Maximum Response Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your request for initial review</td>
<td>You should do this 60 days from the date you receive a denial</td>
</tr>
<tr>
<td>Initial review decision</td>
<td>90 days after your request</td>
</tr>
<tr>
<td>Your request for final review</td>
<td>60 days after review decision</td>
</tr>
<tr>
<td>Final decision</td>
<td>60 days after your final request</td>
</tr>
</tbody>
</table>

Transamerica Retirement Solutions will either approve your claim or explain why your claim is being denied (by referring to specific Retirement Plan provisions) and how applications are reviewed. In special circumstances, Transamerica Retirement Solutions may notify you and take up to an additional 90 days for its initial review decision or an additional 60 days for its final review decision.
Survivor Benefits

Cash Balance Benefit
If you die as a married participant, your Cash Balance Benefit is payable to your surviving spouse as a life annuity based on the total value of the cash balance account. Your surviving spouse has the option to elect another form of payment, including the option to receive the cash balance as a lump-sum payment.

If you die as an unmarried participant, your Cash Balance Benefit is payable to your beneficiary as a lump sum and is equal to your cash balance.

Frozen Traditional Benefit

Benefit If You Die While Employed
If you die after you become a vested participant in the Frozen Traditional Benefit, the value of the benefit you have earned up to the date of your death (your accrued benefit) will be used to provide a benefit to your designated beneficiary. The value of the benefit will not be less than the smaller of:

- 12 times your final frozen average monthly earnings as of December 31, 2012; or
- 100 times your expected monthly retirement income on your normal retirement date or date of death, if later.

This benefit will be paid to your beneficiary in monthly installments and may or may not continue for as long as he or she lives, depending on the payment option your beneficiary chooses. The payment will begin on the first day of the month following your date of death.

Each year, the payment will be adjusted on January 1, up to 3% per year, to account for the effects of inflation as measured by the Consumer Price Index. If you are a non-grandfathered employee, only the portion of your benefit attributable to service through December 31, 2010, will receive this yearly inflation adjustment (see Cost of Living Adjustment (COLA) on page 17).

If you were employed after January 1, 2007, you must reach five years of vesting service to be eligible for pre-retirement death benefits.

Benefit If You Die After Termination but Before Retirement
If you were vested in the Frozen Traditional Benefit at the date of your termination, you will not lose the benefits you have earned if you die before you receive any payments. The single-sum value of the pension you earned to your termination date (if you had not begun to receive any payments) will be used to provide a monthly income to your beneficiary for his or her lifetime.

Benefit If You Die After Becoming Disabled
If you die after your disability retirement payments start, your benefit in the Frozen Traditional Benefit will continue according to the benefit payment option you selected.
Social Security Benefits

You may receive benefits from Social Security in addition to the benefits you will receive from the Retirement Plan. St. Dominic does not have any control over Social Security benefits, which are provided and administered by the federal government. This section is intended only as a brief introduction to Social Security.

Social Security benefits may be payable in the event of your death or disability as well as retirement. Your Social Security benefits are based on the amount of your earnings that are subject to Social Security taxes. You may contact your local Social Security office for a record of your past wages that were subject to Social Security taxes. You may also request from Social Security a booklet that explains in detail how to calculate your Social Security benefits or view an online statement of your estimated Social Security benefit.

The Social Security Administration’s toll-free phone number is (800) 772-1213. This number is in operation from 7:00 a.m. to 7:00 p.m. Eastern time on business days. You can also learn more about your Social Security benefits at www.socialsecurity.gov.
Other Important Information You Should Know

Name of the Plan
Retirement Plan for Employees of St. Dominic Health Services, Inc.

Plan Number
64-0303091 (Plan I.D. #001)

Type of Plan
Defined benefit pension plan with cash balance feature

Effective Date
Cash Balance Benefit: January 1, 2011
Frozen Traditional Benefit: January 1, 1968

Plan Year
The plan year ends on December 31 of each year.

Plan Sponsor
St. Dominic Health Services, Inc.
969 Lakeland Drive
Jackson, MS 39216-4699
(601) 200-6706

Plan Administrator
Transamerica Retirement Solutions Corporation
440 Mamaroneck Avenue
Harrison, NY 10528
(800) 755-5801
stdom.trsretire.com

Agent for Service of Legal Process
Retirement Committee or Plan Trustee. The Committee is appointed by the Board of Directors of St. Dominic Health Services, Inc. This committee is responsible for the administration, interpretation and application of the Retirement Plan.

Other Employers Whose Employees Are Covered by the Plan
- St. Dominic – Jackson Memorial Hospital
- Community Health Services – St. Dominic, Inc.
- St. Catherine’s Village, Inc.
- St. Dominic Medical Associates, LLC

Assignment of Benefits
For the protection of your interests and those of your dependents, your benefits under this plan cannot be assigned, sold, transferred or pledged as collateral for a loan. A creditor may not attach your value in the plan as a means of collecting a debt owed by you. Except to the extent permitted by law, your benefit in the Retirement Plan cannot be paid to anyone other than you and your named beneficiary.

Funding Medium of Plan
Plan assets are held under the Retirement Trust for Employees of St. Dominic Health Services, Inc. Under this Trust Agreement, the funds are held and invested by the Trustee. Contributions are made to the trust by St. Dominic based on advice from the actuary. Plan benefits are paid directly from the trust fund.
Information Available
As a participant in the Retirement Plan, you may:

- Examine, without charge at the Plan Administrator’s office, all plan documents.
- Obtain copies of all plan documents and other plan information upon written request to the Plan Administrator. The Plan Administrator may make a reasonable charge for copies.
- Obtain a statement telling you whether you have a right to receive a benefit at age 65, and if so, what your benefits would be at normal retirement age if you stop working under the Retirement Plan now.

If you have any questions about your Retirement Plan, you should contact the Employee Benefits Department by calling (601) 200-6706.

How You Could Lose Your Benefits
You may lose (forfeit) your Retirement Plan benefit if you terminate your employment with St. Dominic before you are vested. Please see the Vesting section on page 5 for more information.

Qualified Domestic Relations Order (QDRO)
The money in the Retirement Plan’s trust fund must be used only for the purpose of providing benefits to Retirement Plan participants and their beneficiaries. As a general rule, your benefit cannot be assigned, as described in the Assignment of Benefits section on page 23.

There is an exception to this general rule. The Plan Administrator may comply with a QDRO. A QDRO is a decree issued by a court requiring you to pay child support or alimony, or otherwise allocates part of your account balance to your spouse, former spouse, child or other dependent.

If a QDRO is received by the Plan Administrator, all or a portion of your benefits may be used to satisfy the obligation.

The Plan Administrator will determine the validity of any QDRO served upon the Retirement Plan.

Plan Amendment and Termination
St. Dominic intends to continue the Retirement Plan indefinitely. However, it reserves the right to amend or terminate the Retirement Plan at any time, in whole or in part, if necessary.

Top-Heavy Provisions
Current law requires the Retirement Plan impose certain provisions to protect participants if the Retirement Plan becomes “top-heavy.” A top-heavy plan is one where more than 60% of the total plan benefits are provided for owners, certain officers, shareholders or highly compensated employees (referred to in the Internal Revenue Code as “key employees”).

If the Retirement Plan is top-heavy in any year, then special minimum benefits and vesting rules may apply for employees and certain restrictions may be placed on key employees for that year. Participants will be notified if this situation occurs.

Insurance of Plan Benefits
Because St. Dominic is regarded as a “church group” by the Pension Benefit Guaranty Corporation (PBGC), your benefit under the Retirement Plan is not guaranteed.
This guide contains information about the Retirement Plan available to you through St. Dominic Health Services, Inc. However, it is not an official legal document. If for any reason there is a discrepancy between the information in this guide and the official plan document, the plan document will govern. The official plan document is available for you to review upon request from Employee Benefits by calling (601) 200-6706.

Your participation in the Retirement Plan does not ensure you of continued or renewed employment with St. Dominic Health Services, Inc. or any of its subsidiaries that have adopted the Retirement Plan.