RETIREMENT PLUS

NOVANT HEALTH'S PARTNERSHIP WITH YOU

As the baby boom generation approaches retirement age, the media takes every opportunity to remind us that Americans are not saving enough money for the future. Finding themselves without the healthy nest egg necessary for a comfortable retirement, many people must continue working well into their sixties and seventies or work part-time after retirement.

The lesson here is that it is never too soon to start planning for financial security at retirement. In fact, the sooner you begin building your retirement nest egg, the better your retirement will be.

Saving for the future can be difficult when you have bills that must be paid today. That's why we view meeting your retirement goals as a partnership between you and Novant Health. Through *Retirement Plus*, Novant Health's retirement program, we help you save for your future by matching your contributions to *Retirement Plus* dollar for dollar up to 6% of your pay.

Retirement Plus, with our 100% match on up to 6% of your contributions, gives you the tools you need to finance a comfortable, fulfilling future. And, *Retirement Plus*'s loan feature and withdrawal options also can help you meet shorter-term goals, like funding your children's college education.

Table of Contents

RETIREMENT PLUS BASICS FOR 2013

- You are automatically enrolled in Retirement Plus and are eligible to make pre-tax contributions as soon as you are hired. The automatic election is 3% of your gross pay. You are eligible to make after-tax contributions as of your first pay period after completing one year of service.

- Generally, you can save from 1% to 60% of your pay on a pre-tax basis, up to a maximum contribution of $17,500 a year. In addition, you can save from 1% to 25% of your pay on an after-tax basis. Pre-tax and after-tax contributions combined cannot exceed 60% of pay. (Due to IRS testing regulations, lower limits may apply. We will notify you if you are affected.) You are always 100% vested in your contributions and their investment experience.

- If you are age 50 or older (or will turn 50 anytime during 2013) you can save up to $23,000 a year pre-tax for 2013. This additional $5,500 "catch-up" contribution can make a big difference!

- While you can save with either pre-tax or after-tax dollars or both, you lower your tax bill today when you contribute pre-tax dollars to the plan.

- Novant Health adds money to your account through matching contributions. You are eligible to begin receiving matching contributions as of your first pay period after completing one year of service.

- You're completely vested in the company's matching contributions after three years of service. Effective January 1, 2007, prior retirement contributions also vest after three years of service if you work at least one hour in 2007.

  You are also vested in matching and prior retirement contributions regardless of your years of service if:

  - You terminate employment with Novant Health on or after age 65; or
  - You die or become disabled while employed with Novant Health.

- You don't pay income taxes on your pre-tax contributions, the company match, the prior retirement contribution, and all investment earnings until you receive money from your account. You can receive money from your account without paying taxes by taking a loan through the plan.

- You pay taxes on after-tax contributions before they are contributed to the plan. Later, when you receive a payout of after-tax contributions from the plan, you will not pay taxes on that money. However, you will pay taxes on the earnings on a pro-rated basis.

- *Retirement Plus* offers a wide range of investment options. The funds offered allow you to choose an investment mix that will help you meet your personal financial objectives.

- You can access your account and conduct some transactions through your phone and personal computer. To change your investment choices or begin the loan or withdrawal process, simply pick up the phone and call Great-West at 1-877-900-8992. You also can hear your account balance, fund performance, current interest rate, daily share values and other information. Your account balance, investment fund mix, investment information and retirement planning information also are available on the *Retirement Plus* website at www.retirementplusonline.com.

- You may increase, decrease or stop your contributions by going to Employee Self Service on the Novant Health intranet. After you log in, click on "Benefits" under the Self Service heading and then click on Benefits Summary > Retirement Plus.

    - If Retirement Plus is in blue, it means you are a member and you may increase or decrease your contributions.

    - If Retirement Plus is in gray, scroll down to the bottom of the page and click on Enroll in Retirement Plus.

E L I G I B I L I T Y T O P A R T I C I P A T E

All employees of Novant Health's participating employers are eligible to participate in *Retirement Plus* except:

- Leased employees;
- Employees covered by a collective bargaining agreement that does not provide for participation in this plan; and
- Nonresident aliens who receive no earned income from Novant Health.

You are automatically enrolled in Retirement Plus and are eligible to begin making pre-tax contributions and/or a rollover contribution as soon as you are hired. Eligibility to make after-tax contributions begins as of your first pay period after completing one year of service.

P a r t i c i p a t i n g E m p l o y e r s

Novant Health, Inc.	Triangle Medical Group
Presbyterian Hospital Huntersville	Presbyterian Women's Care
Presbyterian Hospital	Presbyterian Same Day Surgery Monroe
Forsyth Medical Center	Presbyterian Hospital Mint Hill
Presbyterian Hospital Matthews	Rowan Regional Medical Center
Medical Park Hospital	Rowan Medical Facilities
Thomasville Medical Center	Rowan Medical Practices
Presbyterian Orthopedic Hospital	Novant Medical Group of the Carolinas
CME Physician Services	NMG Rowan Medical Group
Presbyterian Medical Group	BMG Provider Base
NHTR Physician Services	NMG Provider Base
Salem Health Services	Novant Medical Group
Salem Diagnostics dba Scriptrax	Today's Woman
Forsyth Medical Group, LLC	Brunswick Community Hospital
Martinat Outpatient Rehabilitation	Brunswick Physician Services
Presbyterian Imaging Center	Brunswick Medical Group
MedQuest Associates, Inc.	Same Day Surgery Ballantyne
Sun View Holdings, Inc.	Presbyterian Endoscopy Huntersville
Prince William Health System	Open MRI & Imaging of Georgia, Inc.
	Phoenix Diagnostic Imaging, Inc.

Automatic Enrollment in Retirement Plus

All new employees are automatically enrolled in Retirement Plus as of their date of hire. This means they will begin contributing to the plan starting with their first paycheck.

The initial default contribution is 3% of gross pay, but employees can elect to change the default election (for example, increase the amount they are contributing to the Plan or choose not to contribute) by completing the online Retirement Plus Salary Contribution Form which is located on the Novant Health intranet.

The default investment option for new participants is Retirement Plus' Conservative Choice Custom Profile. After enrollment, employees can direct their contribution to the other investment options within the plan that closer match their retirement goals.

It's Important to Name a Beneficiary

When you enroll, you should complete a Beneficiary Designation Form and return it to Human Resources. Your beneficiary will receive the value of your *Retirement Plus* account if you die. If you are married, you must name your spouse as your beneficiary. If you wish to designate someone other than your spouse, your spouse must give his or her consent in writing and this consent must be witnessed by a notary public. If you have designated a non-spouse beneficiary without your spouse's written consent, that beneficiary designation is not valid.

A Special Note to Single Participants

Please note that if you enroll in the *Retirement Plus* Plan as a single person, name a beneficiary, then later marry, your spouse automatically will become your beneficiary. If you want to keep the beneficiary you named as a single participant, or name another person other than your spouse, your spouse must give his or her written consent.

If you do not designate a beneficiary and you are not married at the time of your death, your account will be paid to your estate.

If you are married and have named a beneficiary other than your spouse (with your spouse's consent as outlined above) and your beneficiary dies before you, your contingent beneficiary would receive your account. If you did not name a contingent beneficiary (or your contingent beneficiary is deceased), your account would be paid to your surviving spouse. If your spouse dies before receiving all payments due under the plan, the remaining payments would be paid to your spouse's estate.

If your beneficiary dies before receiving all of the payments due under the plan, remaining payments will be made to your contingent beneficiary. If you have not named a contingent beneficiary, remaining payments will be made to your beneficiary's estate.

You may change your beneficiary designation at any time by completing and returning a Beneficiary Designation Form. This form is available from the Novant Health intranet under Employee Forms > HR Forms > Retirement Plus Plan Beneficiary Form. After you complete the form, return it to your local Human Resources Department or fax it to (336) 277-6774.

CONTRIBUTING MONEY TO *RETIREMENT PLUS*

Generally, you may save up to 60% of your pay on a pre-tax basis and up to 25% of your pay on an after-tax basis. Pre-tax and after-tax contributions combined cannot exceed 60% of pay. You should consider saving at least 6% each pay period throughout the year. That's because Novant Health contributes one dollar for each pre-tax dollar you save up to 6% of your pay on a bi-weekly basis after you have one year of service. So, if the convenient payroll deductions, potential tax advantages, and investment opportunities don't entice you to save through the plan, Novant Health's matching contribution should!

Your *Retirement Plus* Contribution Decisions

When you save through *Retirement Plus*, you have two contribution decisions:

- The percentage or flat amount of your pay you want to save; and
- Whether to save with pre-tax and/or after-tax dollars.

Pre-Tax Contributions

Generally, you may contribute from 1% to 60% of your pay—in whole percentages—on a pre-tax basis.

When you make pre-tax contributions, your savings come out of your pay before federal income taxes are deducted. You don't pay federal income taxes on these contributions or on their investment earnings until you withdraw them or receive a distribution from your account.

Because pre-tax savings are deducted from your pay before taxes are deducted, they reduce the amount of your taxable pay—so you pay lower taxes now. Pre-tax contributions may reduce your taxable income for most state and local tax purposes as well. (Note that Social Security taxes still apply.)

However, a good tax break comes with a price. The potential disadvantage of saving with pre-tax dollars is that the law restricts your ability to withdraw the contributions while you're an active employee. You are not permitted to withdraw pre-tax contributions while you're employed with Novant Health unless you have a severe financial hardship (as defined by the IRS) or you are age 59-1/2 or older. And, the tax bill for a hardship withdrawal before age 59-1/2 is steep. For more information on withdrawals, see "Withdrawing Money From Your Account While You're Employed" on page 19. As an alternative to withdrawing money, and paying taxes on these withdrawals, you can borrow money from your account while you're a Novant Health employee. You simply pay interest to yourself on the amount of the loan. For more information on loans, see "Taking a Loan from Your *Retirement Plus* Account" on page 16.

Also, the IRS limits the annual amount of pre-tax savings you can contribute to *Retirement Plus*. See “Limits on Contributions” later in this section.

What is included in my “pay”?

Your “pay” is your salary or wages that are included in your gross income, including but not limited to overtime, commissions, compensation for services on the basis of a percentage of profits, bonuses, and your pre-tax contributions made to Novant Health benefit plans and the *Retirement Plus* Plan. Novant dollars are not considered pay as of 2007. Pay does not include contributions made by Novant Health to any plan which is not included in your gross income, any deferred compensation distributions from a Novant Health plan, reimbursements or other expense allowances, fringe benefits, moving expenses, deferred compensation and welfare benefits.

The IRS places an annual limit on the amount of compensation that can be used for Plan purposes. The amount for 2013 is $255,000. The amount is adjusted from time to time by the IRS.

After-Tax Contributions

You become eligible to make after-tax contributions as of your first pay period after completing one year of service. You may contribute from 1% to 25% of your pay—in whole percentages—on an after-tax basis. You don’t pay federal income taxes on the investment earnings that your after-tax contributions generate until you withdraw them or receive a distribution from your account. After-tax contributions can be withdrawn without tax penalties while you are a Novant Health employee. However, if you are under age 59 ½, you cannot contribute after-tax dollars to the plan for six months following a withdrawal. Pro-rated earnings will be taxed (and will include a 10% tax penalty under age 59 ½).

Note: pre-tax and after-tax contributions combined cannot exceed 60% of pay. Due to IRS testing regulations, lower limits may apply for employees who earn greater than $115,000.

Special "Catch-Up" Contributions

If you are age 50 or older (or will turn 50 anytime during 2013) you can save up to $23,000 a year pre-tax for 2013.

Allowable Retirement Plus Pre-Tax Savings		
Year	Regular Contribution Limit	Contribution Limit for Age 50+ (Regular contribution + catch-up)
2008	$15,500	$20,500
2009	$16,500	$22,000
2010	$16,500	$22,000
2011	$16,500	$22,000
2012	$17,000	$22,500
2013	$17,500	$23,000

Limits on Contributions

Current laws impose four limits on pre-tax and after-tax contributions to your account.

Annual IRS Pre-Tax Contribution Limit—The IRS limit on your pre-tax contributions is adjusted periodically to reflect changes in the cost of living. For 2013, this limit is $17,500 (unless you qualify for the "catch-up" contribution). If your pre-tax contributions reach this limit, they will be stopped automatically.

Maximum Total Contributions to the Plan—Federal law limits the amount of after-tax, company matching contributions, and retirement contributions combined. This annual limit applies to all tax-qualified defined contribution plans (sponsored by Novant Health) in which you participate. This limit is 100% of your total taxable compensation or $51,000 per year, whichever is less. This limit may change periodically.

Salary Limit—Under IRS rules, you may not make after-tax contributions or receive company matching or retirement contributions on pay over $255,000 in 2013. This pay limit may be changed from time to time to reflect changes in the cost of living.

The Highly Compensated Limit—The IRS sets limits on after-tax and matching contributions to guarantee that contributions by or made on behalf of highly paid participants are not significantly greater than contributions made by other participants. To satisfy those rules, it may be necessary to reduce or refund contributions made by higher-paid employees.

If it is determined through nondiscrimination testing that there is an imbalance in participation, limits may be placed on the amount of after-tax contributions certain highly compensated employees (HCEs) will be allowed to make to the plan. If such limits apply to you, you will be notified and your contributions will be automatically adjusted to the HCE maximum rates.

Changing, Stopping or Resuming Contributions — You may increase or decrease your contribution amount, stop making contributions or begin making contributions again by making your election though employee self service. Your change will be effective as soon as administratively feasible, usually with your first pay period following the change.

Novant Health's Matching Contributions

Novant Health adds money to your account through the company match. You are eligible to begin receiving the company matching contribution after completing on year of service. Novant Health matches your pre-tax contributions to *Retirement Plus* dollar for dollar up to 6% of your pay. You decide how the company matching contribution is invested among the plan's investment options.

Vesting in Your Matching and Prior Retirement Contributions— *Vesting* is the point when you have a non-forfeitable right to the balance in the company's matching contribution account and retirement contribution account. Once you are vested, this money cannot be forfeited even if your employment terminates. Of course, you are always 100% vested in your before-tax and after-tax contribution accounts.

- You're completely vested in the company's matching contributions after three years of service. Effective January 1, 2007, prior retirement contributions also vest after three years of service if you work at least one hour in 2007. You earn one year of vesting service for each calendar year in which you are paid for at least 1,000 hours. In other words, hours are counted on an "as paid" basis. This means hours are credited to the year in which they are paid and not to the year in which the hours were worked. For example, if a pay period ends in one calendar year, but the pay date for the worked hours is in the next calendar year, all of the hours for that pay period will be counted toward the year of the pay date.

  Continuing the example, in 2008 there is a pay period that begins December 21, 2008 and ends January 3, 2009. Even though eleven days of this pay period will contain hours that will be worked in 2008, because the pay date for this pay period is January 9, 2009, ***all of the hours worked in this pay period*** will be counted toward 2009.

You are also vested in matching and prior retirement contributions if:

- You terminate employment with Novant Health on or after age 65; or
- You die or become disabled while employed with Novant Health.

Restoring Lost Matching and Prior Retirement Contributions If You Return to Work for Novant Health—Your non-vested matching and retirement contribution will be forfeited after you terminate employment, on the earlier of:

- The date you have five consecutive one year breaks in service; or
- The date you receive payment of your vested balance in the plan.

If you do not take a distribution from the plan following termination of employment and you are reemployed within five years from your separation from service, your matching and retirement contributions will remain in the plan and your vesting will continue to be calculated.

If you do take a distribution from the plan following termination of employment and you are reemployed by Novant Health within five years from your separation from service, any matching and retirement contributions you forfeited will be restored if you repay the entire amount of your distribution before the fifth anniversary of your reemployment.

If you have no vested balance in *Retirement Plus* when you terminate employment with Novant Health, you immediately forfeit any account balance. The forfeited amount will be restored if you are reemployed by Novant Health before you have five consecutive one-year breaks in service.

Novant Health's Match In Action

This chart shows examples of Novant Health's matching contributions based on an employee's annual pay and assuming a 6% contribution per pay period to *Retirement Plus*.

Annual Pay	Annual Employee Contribution Amount	Annual Matching Contribution Amount	Total Annual Contribution Amount
$20,000	$1,200	$1,200	$2,400
$40,000	$2,400	$2,400	$4,800

ABOUT ROLLOVER ACCOUNTS

Retirement Plus accepts rollover contributions from

- Qualified plans described in Section 401(a) or 403(a) of the Internal Revenue Code
- An annuity contract described in Section 403(b) of the Code
- A 457 (b) governmental plan
- Employee after-tax contributions directly rolled over from another qualified plan
- Eligible rollover amounts from an IRA as described in Section 408(a) or 408(b) of the Code

For more information on how to make a rollover contribution, call D.L. Davis & Co., Inc. at

- Triad Region: (336) 761-8440
- Southern Piedmont Region: (704) 384-2277

You will receive the appropriate forms and instructions for making a rollover. Please note that there are important tax implications in receiving a distribution from your previous employer's plan or from a conduit IRA. See "Paying Taxes on your Distribution from *Retirement Plus*" for more information on how a direct rollover allows you to bypass the automatic 20% federal income tax withholding required by the IRS.

INVESTING YOUR SAVINGS

Your Investment Decisions

When you begin saving through *Retirement Plus* and throughout your plan participation, you have two investment decisions to make:

- Which funds to invest in; and
- What percentage of your account (in 1% increments) to invest in each fund you have chosen.

Based on IRS regulations for not-for-profit organizations like Novant Health, your *Retirement Plus* account is invested in two distinct legal plans—a 403(b) and a 401(a) plan. These plans under *Retirement Plus* include the following types of contributions and related earnings:

403(b)

- Your pre-tax contributions
- Any 403(b) employer contributions
- For Southern Piedmont Region employees: Amounts you transfer from the Presbyterian Hospital 403(b) arrangements with Aetna/ING
- Rollovers from other 403(b) plans (such as a tax-deferred annuity)
- For Prince William employees: Any prior 403(b) matching contributions that were transferred to Great West from Diversified Investment Advisors.

401(a)

- Your after-tax contributions
- Novant Health's matching contributions
- Novant Health's prior retirement contributions
- Rollovers from other 401(a) plans (such as a 401(k) plan)
- Rollovers from other traditional IRAs
- Any amounts which transferred from the CIP plan (this applies only for former employees of Winston-Salem Health Care and Winston-Salem Dental Care)
- Target Incentive Plan (TIP) money (this applies only to employees who received contributions under the Carolina Medicorp, Inc. (CMI) Supplemental Retirement Plan)

You can invest in the same investment options in each legal plan—the 403(b) plan and the 401(a) plan—or you can invest in different funds in each plan. You must fill out separate investment elections for each type of plan. **If you want to change your investments, you must make a separate election for each plan.**

Retirement Plus Investment Funds

You may invest in any of the investment funds offered by *Retirement Plus*. These funds are diversified in terms of their level of risk and their potential for investment returns—to match your personal investment goals and objectives. These funds are nationally recognized mutual funds that are professionally managed. You can check the prices of many of these funds daily in most newspapers.

Here is a list of the types of investment funds in the plan in order of high risk/greater volatility (the funds that can potentially earn higher returns or greater losses) to lower risk/less volatility (the funds that may be more reliable but potentially offer you lower returns).

Type of Fund (higher to lower risk)*
Specialty
International
Small Cap
Mid Cap
Large Cap
Balanced
Bond
Stable Value

** See the investment fund summary sheets located in the prospectus packet for information about the specific funds available through Retirement Plus.*

Your Investment Mix

You can invest in one or any combination of the available investment fund options; however, you must invest in whole percentages and the percentages must add up to 100%.

Each investment fund has a specific objective. It is important to understand each fund's objective before you make your investment decisions. All investments involve risk. Risk refers to the fluctuation or volatility in the level of return that you might expect for an investment. Many different factors influence the risk of an investment. Of course, there can be no assurance that any particular investment will ultimately yield the expected return.

Be sure to read the investment information available to you (including prospectuses and recent returns history). You may also want to check out the *Retirement Plus* website at www.retirementplusonline.com . Your investment mix should be based on your specific financial situation, investment objectives, tolerance for risk and investment time frame.

Neither the plan, the trustee, nor Novant Health guarantees the rate of return in any of the funds. The income or loss of the investment is dependent solely on the market value of the investments held by the fund(s) you select.

No employee of Novant Health or the trustee can advise you on the proper investments for you. The plan offers a broad range of investments with different potentials of return and risk, and the flexibility for you to adjust your investments in the funds over time. It is your responsibility to monitor and manage your investments accordingly.

Keeping Track Each quarter, you'll receive a statement showing the value and the investment of your *Retirement Plus* account. Detailed information about your account also is as close as your telephone. Simply call the Great-West automated telephone system, called KeyTalk®, at 1-877-900-8892 to hear your account information over the telephone or access the *Retirement Plus* website at www.retirementplusonline.com .

Changing Your Investment Fund Elections You may change your investment fund elections by calling Great-West at 1-877-900-8892, or by accessing the *Retirement Plus* website at www.retirementplusonline.com .

TAKING A LOAN FROM *RETIREMENT PLUS*

When you take a loan through *Retirement Plus*, you borrow money from your account and then pay yourself back with interest through convenient payroll deductions. But think before you borrow: the interest you pay for borrowing the money may not be as high as the investment earnings that money could have generated.

Loan Amount

As a participant in *Retirement Plus*, you can borrow up to 50% of your vested 403b (95202-01) pre-tax employee deferral account balance and/or 403b (95202-01) rollover account balance.

TAKE NOTE

While you are an active employee, you may not borrow or withdraw any money that the company has contributed to your retirement account balance (which would include Great West and Aetna/ING retirement contributions).

The minimum amount you can borrow from the 403(b) is $1,000. You may only have one loan from the 403(b) plan account at any given time. For example, if you take a loan from your 403(b) account, you must repay that loan before requesting a new loan from this account. Loans are not available to terminated employees.

Note to Former Presbyterian Hospital Employees If you have an outstanding loan with Aetna/ING under the former Presbyterian Hospital Plan, that loan amount will be considered when determining the amount available for a loan under the *Retirement Plus* Plan. To request a loan, you must contact Aetna/ING at 1-800-525-4225. If you are an active employee, you may take a loan from your own contributions and their earnings. If you are a terminated employee, you may take a loan from the vested portion of your account.

How Much Can I Borrow from My *Retirement Plus* Account?

To find out how much you can borrow from your *Retirement Plus* account, call Great-West at 1-877-900-8992.

Requesting a Loan

To request a loan, call Great-West at 1-877-900-8992.

When you request a loan, you must specify the number of months over which you would like to repay the loan. The repayment period for a loan may not be more than 60 months. Once your loan is processed, you will receive a check for the loan amount as soon as administratively feasible.

If you are considering a loan, call Great-West at 1-877-900-8992 or visit the Great-West website at *www.retirementplusonline.com* to determine what the repayment amount would be for the repayment period you choose (e.g., one year, two years, etc.)

The Interest Rate on Your Loan

Any loan taken through *Retirement Plus* must be repaid with interest as stated in the promissory note. Contact Great West to discuss the terms and conditions of your loan. The interest rate for any loan will be the prime interest rate published in the Wall Street Journal on the first business day of the month in which the loan became effective, plus 1%. This rate will remain fixed throughout the duration of the loan.

Repaying and Prepaying Your Loan

Loan repayments are made automatically with after-tax payroll deductions and are applied to the accounts from which they are borrowed. The repayments are reinvested according to your investment elections in effect at the time of the repayment.

You may prepay the full outstanding balance and accrued interest on your loan at any time. Call Great-West at 1-877-900-8992 to receive the payoff amount. To prepay the loan, submit a cashier's check or money order in the payoff amount payable to Great-West. Contact Great West for more details in paying off the remaining balance of your loan in full. You may not make partial loan prepayments.

Special Loan Rules for Military Leave of Absence

If you have an outstanding loan when you take an approved leave to serve in the armed forces, your loan payments will be suspended during your period of military leave and, in accordance with Uniformed Services Employment and Reemployment Rights Act (USERRA), resume your regular loan payments at the same rate when you return. However, the repayments must be completed by the original maturity date of the loan; any outstanding balance must be paid in a lump sum.

Special Loan Rules for Unpaid Leave of Absence

If you take a leave of absence while a loan is outstanding, and cannot make loan payments through payroll deduction, you may:

- Fully repay the loan when your leave begins.
- Continue to make regular manual repayments by submitting a cashier's check or money order to Human Resources. If you choose this method of repayment and you fail to make a loan repayment, the loan will become "in default" and your outstanding loan amount plus interest

will become taxable to you. If your loan becomes a taxable distribution, the tax penalty for early distribution may apply.

- Have loan repayments suspended for up to 12 months. Under this option, your loan repayments may be doubled when you return to work until you return to your original loan repayment schedule. If you decide to suspend payments, your loan must still be repaid within 60 months of the date the loan was issued. If you do not resume loan repayments at the end of the 12-month suspension, or if the loan has not been repaid within 60 months of the date it was issued, the loan will be in default and your outstanding loan amount plus interest will become taxable to you. If your loan becomes a taxable distribution, the tax penalty for early distribution may apply.

- Consider your loan balance to be a taxable distribution to you. In this case, your outstanding loan amount plus interest will become taxable to you. If your loan becomes a taxable distribution, the tax penalty for early distribution may apply.

TAKE NOTE

While you are an active employee, you may not borrow or withdraw any money that the company has contributed to your retirement account.

Special Loan Rules for Termination of Employment

If you terminate employment with Novant Health and you have an outstanding loan balance you may:

- Fully repay the loan immediately following your termination.

- Consider your loan balance to be a taxable distribution to you. In this case, your outstanding loan amount plus interest will become taxable to you. If your loan becomes a taxable distribution, the tax penalty for early distribution may apply.

WITHDRAWING MONEY FROM YOUR ACCOUNT WHILE YOU'RE EMPLOYED

If you need cash, withdrawing money from your *Retirement Plus* account is an option. Withdrawing after-tax contributions is no problem at all. However, if you plan to withdraw pre-tax contributions and you are under age 59-1/2, consider all options carefully before deciding on a plan withdrawal. Why? The potential tax impact it will have. Of course, any withdrawal also carries with it the loss of any future investment earnings on the money you withdraw.

Withdrawing Money from Your Account

Retirement Plus gives you access to your money through loans and withdrawals while you're employed. Withdrawals from different accounts have different tax consequences—you may want to consult a tax advisor before requesting a withdrawal. Also, certain types of withdrawals may cause you to be suspended from making pre-tax or after-tax contributions to *Retirement Plus* during your suspension. There are two types of withdrawals:

- *Regular*, or *inservice*, withdrawals; and
- *Hardship* withdrawals.

What are the Tax Consequences of a Withdrawal?—All pre-tax and company matching contributions, as well as the earnings on all types of contributions are taxed as ordinary income when they are withdrawn. If you are under age 59-1/2, you also may be liable to the IRS for a 10% early withdrawal penalty tax, unless you meet one of the exceptions listed in "10% Early Distribution Penalty Tax" on page 25.

For more information on tax consequences, see "Paying Taxes on Distributions from *Retirement Plus*" on page 25. You also may want to consult a professional tax advisor.

Regular/Inservice Withdrawals

You may take a regular/inservice withdrawal based on the chart below. Money can be taken out of your accounts in any order, and will be taken proportionately from each investment fund in an account or from the funds you designate. You can withdraw a specific amount or the entire amount available from an account.

Account	What You Can Withdraw	Suspension after Withdrawal?
• After-tax account	All or part of your entire vested account balance.	Yes, if you are under age 59-1/2: You cannot contribute after-tax money to *Retirement Plus* for six months. However, you can continue making pre-tax contributions and receive matching contributions based on those pre-tax contributions during the six-month suspension. No, if you are age 59-1/2 or older: The six-month suspension does not apply to you.
• Employee salary reduction pre-tax account	If you are age 59-1/2 or older, all or part of your entire account balance can be withdrawn. If you are under age 59-1/2, money from your pre-tax account can be withdrawn only in the event of an IRS-approved financial hardship.	Yes. If you are under age 59-1/2 and make a withdrawal, you cannot contribute to the *Retirement Plus* Plan on an after-tax or pre-tax basis for 6 months.
• Vested Employer matching	If you are age 59-1/2 or older, all or part of your entire account balance can be withdrawn. Withdrawal of vested match dollars will be limited to once every six months. Processing dates of withdrawal requests will be the last business day in January and the last business day in July. Withdrawal requests will be accepted during the months of January and July. In no event shall a distribution from vested employer match be made before the fifth anniversary of your date of employment, if you are under 591/2.	Yes. If you are under age 59-1/2 and make a withdrawal, you cannot contribute to the *Retirement Plus* Plan on an after-tax basis for 6 months.

How Much Can I Withdraw from *Retirement Plus*? To find out how much money you can withdraw from *Retirement Plus*, call Great-West at 1-877-900-8992

Requesting a Regular/Inservice Withdrawal To request a regular/inservice withdrawal, call Great West Retirement Services at 1-877-900-8992 for information and to request a distribution form(s). You must complete the appropriate form for each plan, then return it to Great-West for processing. After Great-West receives your form(s), and the forms are in good order, a check will be mailed to you within five business days.

Hardship Withdrawals

Money in your pre-tax account cannot be withdrawn unless you are at least age 59-1/2 or unless you have a financial hardship, as defined by the Internal Revenue Service. In order to qualify for a hardship withdrawal, you must:

- Have a heavy and immediate financial need; and
- Certify in writing that other readily financial resources—including regular/inservice withdrawals from *Retirement Plus*, any loan from *Retirement Plus* (unless you certify that you cannot repay the loan), have been used or are not available.

According to the IRS, “heavy and immediate needs” are:

- To pay for medical expenses that are not reimbursed by insurance and that are incurred for yourself, your spouse or your dependents, and travel expenses incurred in accompanying or visiting an immediate family member who is hospitalized or otherwise receiving medical care in another city.
- To purchase your primary residence (does not include mortgage payments).
- To construct your primary residence, including the purchase of land for that purpose.
- To prevent foreclosure or eviction from your primary residence.
- To pay up to the next 12 months’ tuition and other post-secondary education expenses (including room and board and books) for yourself, your spouse or your dependents.
- To pay expenses for medical care for a non-custodial child.
- To pay funeral expenses for the employee’s deceased parent, spouse, children, or dependents.
- To pay expenses for the repair of damage to the employee’s principal residence due to a casualty loss.

The amount of your hardship withdrawal may not exceed the amount required to satisfy the immediate need created by the hardship plus taxes. The IRS requires the plan to withhold 20% of the taxable portion of the withdrawal. This means that if the withdrawal check is made out to you, 20% will be withheld for taxes. If you are taking a hardship withdrawal, you must have need for a certain amount of money. Accordingly, the amount you request should be enough to cover the financial need and the required taxes.

Please note that, under IRS rules, when you receive a hardship withdrawal, your pre-tax and after-tax contributions to *Retirement Plus* will be suspended for 6 months beginning as soon as administratively possible after the withdrawal is processed, unless you are age 59-1/2 or older.

TAKE NOTE

You must take all available loans prior to applying for a hardship withdrawal.

Requesting a Hardship Withdrawal

To request a hardship withdrawal, call Great West Retirement Services at 1-877-900-8992 for information and for a distribution form. Be sure to specify the exact dollar amount of the hardship amount on the form(s). *Remember, you must withdraw any after-tax and vested matching contributions (and in no event shall a distribution be made before the fifth anniversary of the participants initial date of participation in the plan) before you can take a hardship withdrawal.* Complete the appropriate form for each plan and return it to Human Resources for processing. After Great-West receives your form(s), a check will be mailed to you within five business days. *Note*: Aetna 403(b) account participants must contact Aetna/ING at 1-800-525-4225 to request a withdrawal.

RECEIVING YOUR *RETIREMENT PLUS* ACCOUNT BALANCE

You or your beneficiary will be entitled to a distribution from your *Retirement Plus* account if:

- You leave Novant Health. You may receive the vested balance in your account.
- You die while employed with Novant Health. All matching and retirement contributions are automatically vested regardless of your years of service, and the value of your account is paid to your beneficiary.
- You become totally disabled while employed with Novant Health. All matching and retirement contributions are automatically vested regardless of your years of service.
- You retire from Novant Health on or after age 65. All matching and retirement contributions are automatically vested regardless of your years of service.

When you are eligible for a distribution*, you may:

- Leave your account balance invested in *Retirement Plus* (unless the total of your vested account balance in the 403(b) or the 401(a)/401(k) is $1,000 or less—in this case, you will be given notice and automatically paid out in cash or you can choose to roll over or transfer the taxable portion);
- Take a lump-sum distribution (see "Paying Taxes on Distributions from *Retirement Plus*" for more information);
- Take a direct rollover distribution (see "Paying Taxes on Distributions from *Retirement Plus*" for more information);
- Receive installment payments monthly, quarterly, semi-annually or annually for a fixed number of years not to exceed your life expectancy or the joint life expectancy of you and your designated beneficiary. This option is available any time after you terminate employment for any reason or to your beneficiary after your death. Your beneficiary must receive all payments within five years after your death.

- Receive flexible distributions monthly, quarterly, semi-annually or annually in a specified dollar amount. This option is available any time after you terminate employment for any reason or to your beneficiary after your death. Your beneficiary must receive all payments within five years after your death. When you reach age 70-1/2 or terminate employment, whichever happens later, the Internal Revenue Service requires that you begin to receive minimum distributions from your account. (See "Taxes on Age 70-1/2 Distributions" on page 27).

** Note to Employees Who Participated in the Former Presbyterian Hospital Plan: These distribution options also apply to Company contributions in Aetna/ING funds.*

Special Note to Employees Who Participated in the Former Presbyterian Hospital Plan

For any portion of your account that pertains to contributions made by Presbyterian Hospital to Aetna/ING, you may receive payments on this amount through a joint and survivor annuity as defined by the Presbyterian Hospital plan. Contact Human Resources for more information on this option. (*Note*: this provision only applies to the company-provided contributions and does not include your contributions.)

If you defer receipt of your account, you will continue to make investment decisions on the money in your *Retirement Plus* account.

If You Die

If you die after the distribution of your *Retirement Plus* account has begun, the remaining portion of your vested account will be distributed to your beneficiary.

If you die before the distribution of your account has begun, your beneficiary may choose when and how to receive payment of your account. If payment is to be made in installments, the distribution of your account must be completed no later than December 31 of the calendar year in which the fifth anniversary of your death occurs.

If You Terminate Employment

If you terminate employment with Novant Health, you are responsible for notifying Great-West and Human Resources when you have a change of address. Contact Great-West at 1-877-900-8992 and -or Aetna/ING at 800-525-4225

For retirement / termination counseling regarding your distribution options, contact D.L. Davis & Co., Inc, at:

- Greater Winston-Salem and Central Piedmont Markets: (336) 761-8440
- Greater Charlotte and Coastal Markets: (704) 384-2277
- Northern Virginia Markets: 1-800-766-8440

PAYING TAXES ON DISTRIBUTIONS FROM *RETIREMENT PLUS*

How you take your *Retirement Plus* account distribution will determine when and at what rate your money will be taxed. Tax laws regarding company-sponsored plans have changed significantly in the past few years. Take the time to understand the tax implications of your distribution.

When You Pay Taxes

As long as the money stays in your *Retirement Plus* account, you don't pay federal income taxes on your pre-tax contributions, the company's matching and retirement contributions, or on any earnings in your *Retirement Plus* account. Your after-tax contributions are taxed before you make them, so you are not taxed on this money again when it is paid to you. However, the earnings on your after-tax contributions are subject to federal income tax when you receive them.

When you receive money from your *Retirement Plus* account, you will be required to pay taxes on it at the tax rate in effect at the time of distribution. The distribution will generally be taxed as ordinary income. As explained in this chapter, you may be able to defer paying taxes on your distribution by making a rollover to another retirement plan or to an Individual Retirement Account (IRA). Your accounts in the 403(b) plan may be rolled to an IRA or to another 403(b) plan and your accounts in the 401(a) plan may be rolled to a different IRA or a qualified 401(a) plan. Under current tax law you cannot mix 401(a) and 403(b) money in the same IRA or the same plan.

Tax laws affect different people in different ways. You should get professional tax advice before you receive a payment from your *Retirement Plus* account. However, the following information offers some general tax guidelines, based on current laws, which are subject to change. Novant Health will not provide tax advice.

10% Early Distribution Penalty Tax

The Internal Revenue Service assesses a 10% penalty tax on the taxable portion of any payment you receive from the plan before you are age 59-1/2. This 10% penalty tax is in addition to your ordinary income taxes on this money.

There is no penalty tax if the payment is:

- A withdrawal during employment after you have reached age 59-1/2.
- A lump-sum or partial distribution after you separate from service on or after age 55;
- An installment payment beginning after you terminate employment paid over your life expectancy or the joint life expectancy of you and your beneficiary;

- A payment due to disability;
- A hardship withdrawal to pay for tax deductible medical expenses; or
- A payment under a Qualified Domestic Relations Order (QDRO).

Any payment that is properly rolled over to another qualified retirement plan or to an IRA is not subject to this early distribution tax. Some states may impose early distribution taxes, so you should check your state tax rules.

Deferring Taxes Through a Direct or Participant Rollover

The company is generally required to withhold 20% of the taxable portion of your distribution for federal income taxes when you receive payout of an eligible rollover distribution. All distributions and withdrawals are an "eligible rollover distribution" except:

- Payments under the installment option for a period of 10 years or more;
- Payments to a non-spouse beneficiary;
- Minimum distributions made after age 70-1/2; and
- Payments under a life annuity, joint and survivor annuity, period certain and continuous annuity or a period certain annuity lasting longer than 10 years.

Direct Rollovers You can avoid this withholding if you elect to have the taxable portion of the payment made directly to an IRA or to another employer's qualified retirement plan through a direct rollover. To make a direct rollover, call Great-West at 1-877-900-8992. You must provide specific information about the receiving plan or IRA before payment is made from your *Retirement Plus* account before making a rollover request. A direct rollover will be made to only one financial institution or plan. The direct rollover check will be sent directly to the rollover institution on your behalf. If you have after-tax amounts, you may receive a separate check for the after-tax amounts and any amounts not rolled over. (You may possibly roll over after-tax amounts.)

Participant Rollovers You can receive your taxable payment directly, and then roll all or part of the taxable portion of that payment yourself into another qualified plan or IRA. This is a participant rollover. You must deposit the amount you want to roll over into your IRA or another qualified plan within 60 days of receipt of the payment to avoid tax penalties. If you elect this option instead of the direct rollover option, Novant Health must still withhold 20% for federal income taxes despite the fact that you'll owe no taxes on the amounts rolled over. When you get your payout, you have two choices:

- You can roll over your full taxable distribution plus the amount that was withheld for federal income taxes. The additional amount would be your responsibility. In this case, when you file your income tax return, you may get a refund of the total 20% amount withheld.

- You can roll over just the amount of the distribution you received. In this case, when you file your income tax return, the 20% withheld will be considered part of your taxable income, and you will pay taxes on it. The 10% penalty tax also may apply to this taxable portion. So, you may only get a refund of part of the amount withheld.

Taxes on Age 70-1/2 Distributions

The law requires you to begin receiving distributions from your *Retirement Plus* account by April 1 of the year following the year the later of these events occurs:

- You reach age 70-1/2; or

- You terminate employment.

If you fail to receive a minimum annual distribution at that time, you will be subject to a tax of 50% of the amount that should have been distributed.

Federal Estate Taxes

In general, any amount remaining in your *Retirement Plus* account at your death is included in your estate for federal estate tax purposes. Amounts payable to your beneficiary may be included as income for that beneficiary and may be subject to special tax rules governing such income.

ACCESSING YOUR ACCOUNT BY TELEPHONE OR INTERNET

You have two convenient ways to access your account any time you choose: through the Great-West automated telephone system called KeyTalk® and the Great-West website at www.retirementplusonline.com.

Calling KeyTalk® KeyTalk® is available to you 24 hours a day, seven days a week, except Sunday between 2 a.m. and 2 p.m. EST. When you call KeyTalk® at 1-877-900-8992, you will be asked to enter your Social Security number and your personal identification number (PIN).

Note: When you enroll in the *Retirement Plus* Plan, you will receive a letter from Great-West that provides this information and gives instructions on how to call KeyTalk®.

Once you've entered your personal information, KeyTalk® will walk you through the system, step-by-step. **See the chart below** for an overview of the KeyTalk® menu.

THE KEYTALK® SYSTEM

One phone call to the KeyTalk® offers quick access to automated information about your benefits. You can call KeyTalk® at 1-877-900-8992 to:

- Hear your current account balance
- Find out current interest rates and unit/share values
- Check your current investment allocation percentages
- Get details on custom transfers
- Hear your deposit history
- Listen to your transaction activity
- Change investment options for future contributions
- Transfer funds among investment options*
- Set up a custom transfer
- Change your personal identification number (PIN)

** Transfer requests received before 4 p.m. EST will be initiated at the close of business that day. Requests made after 4 p.m. will be initiated the next business day.*

Before You Call

You will need your:

- Social Security number
- Personal identification number (PIN)

KeyTalk® will walk you through the steps to access your account(s), or you may follow the instructions below. If you lose your PIN, you can request a new PIN by calling KeyTalk® and talking to a customer service representative. Great-West will send a new number to you.

OUR WEBSITE

Check Out Our Website for Retirement Planning and Fund Information!

You will find invaluable information on retirement planning and the *Retirement Plus* investment funds at the Retirement Plus website at *www.retirementplusonline.com*. The website's Investment Roadmap and investment fund information will help you map out your road to financial freedom at retirement.

Alternatively, you can request a one-on-one meeting with one of the investment representatives familiar with our plan. Contact Human Resources for more information.

Accessing the Website

If you have access to the Internet, you have another convenient way to access your personal *Retirement Plus* account, through the Retirement Plus website (*www.retirementplusonline.com*). Once you log on to the website, you can:

- View your account balance, allocations, and transaction activity
- Change current allocations
- Access information about the investment funds, such as fund values, returns and general descriptions
- Set up custom transfers, such as dollar cost averaging and rebalancing
- Compare the effects of different contribution amounts on your paycheck before you make any changes
- Find out what account balance you might have for retirement based on the assumptions you enter.

You'll also find specifics about the *Retirement Plus* Plan, including the plan document and payout descriptions. Plus, you can take advantage of the general retirement and investment education materials and tools available to all employees, including newsletters, plan questions and answers, and information on saving for retirement.

CLAIMS ADMINISTRATION

Benefit Claim and Appeal Procedures

Once you've documented your claim and submitted any necessary forms and any further information that you believe should be taken into account by the plan administrator, the plan administrator has 90 days to process your claim after receiving it. If there are special circumstances requiring longer review, the plan administrator may take up to an additional 90 days to make a decision on your claim. The plan administrator will notify you in writing if more time is needed and state the special circumstances requiring the extension.

Claim Denial If your claim is completely or partially denied, the written notice of denial will tell you the specific reasons for the decision and how you can appeal the decision. You or your beneficiary may request a review of a denied claim by writing the plan administrator. An appeal must be made within 60 days after receipt of notice of the denial of the claim.

Pertinent documents may be reviewed in preparing an appeal, and issues and comments may be submitted in writing. An appeal will be given a complete review, and a written decision—including the reasons for the decision—will be provided within 60 days. If there are special circumstances requiring an extension of time, you or your beneficiary will receive a notice indicating that the decision will be delayed within 60 days of the receipt of the appeal. A final decision will be made within 120 days of the receipt of the appeal.

OTHER IMPORTANT INFORMATION

This section tells you who sponsors and administers *Retirement Plus*. It also outlines your legal rights as a plan participant under the law commonly known as ERISA.

Plan Administrator The *chairman of the administrative committee* is the plan administrator for **t**he *Retirement Plus* Plan. The plan administrator is the agent for the service of legal process for the plan. You can contact the Chairman of the Administrative Committee as follows:

Chairman of the Administrative Committee
Novant Health, Inc.
2085 Frontis Plaza Boulevard
Winston-Salem, NC 27103
(336)-718-2023.

The plan is administered under a contract with Great-West insurance company.

Plan Sponsor The plan sponsor for the *Retirement Plus* Plan is:

Novant Health, Inc.
2085 Fronts Plaza Boulevard
Winston-Salem, NC 27103
(336)-718-2023.

Employer Identification and Plan Number Novant Health is required by law to file information about its benefit plans with the federal government. The Internal Revenue Service assigns an employer identification number (EIN) to each benefit plan sponsor. Novant Health's employer identification number is: 56-1376950.

The plan number is 002.

Plan Trustee

Wells Fargo Bank, N.A.
1740 Broadway, MAC # C7300-105
Denver, CO 80274

Plan Year The *Retirement Plus* Plan records are kept on a calendar year basis-beginning January 1 and ending December 31 of each year, which is in each case the plan year.

Type of Plan The Employee Retirement Income Security Act of 1974 (ERISA) regulates most benefit plans established and maintained by private employers. The *Retirement Plus* Plan is a defined contribution retirement plan.

Plan Expenses Plan expenses will be paid from the plan trust unless Novant Health elects to pay them.

Legal Names of Predecessor Plans The Retirement Plus Plan is made up of two distinct legal plans: a 403(b) plan and a 401(a) plan. The legal name of the 403(b) plan is the Tax-Deferred Savings Plan of Novant Health, Inc. The legal name of the 401(a) plan is the Savings and Supplemental Retirement Plan of Novant Health, Inc. These two plans are commonly referred to as the Retirement Plus Plan.

Official Plan Documents Determine How Benefits Work

This booklet constitutes a summary plan description of *Retirement Plus*. Although it is as specific as possible, the information in this booklet cannot cover every contingency, circumstance, or situation.

A detailed description of this plan is contained in the official plan document, which is the legal document governing the operation of the plan, the rights of employees to benefits, and the calculation and payment of benefits.

Copies of the official plan document are available for review through Human Resources during regular business hours. Upon written request to the plan administrator, a copy of this document will be furnished to any plan participant or beneficiary within 30 days at no more than a nominal cost. In addition, copies of the detailed descriptions filed with the Department of Labor are available for review through Human Resources.

In the event of a conflict between the official plan document and this booklet, the official plan document will govern.

Notify Novant Health of Your Change of Address!

It is your responsibility to notify Novant Health of any change in your mailing address. Novant Health is not responsible for correspondence or payments that are delayed or do not reach you because your current address is not on file. To change your mailing address, contact your local Human Resources department. Also, if you terminate employment, you are responsible for notifying Great-West when you have a change of address. Contact Great-West at 1-877-900-8992 and / or Aetna/ ING at 800-525-4225

Plan Participation Doesn't Guarantee Employment

Nothing in this booklet says or implies that participation in *Retirement Plus* is a guarantee of continued employment with Novant Health or its affiliates.

Matching and Prior Retirement Contributions Received Under the Plan Are Protected

Novant Health expects *Retirement Plus* to continue indefinitely. However, Novant Health reserves the right to make changes to the plan, discontinue the plan, or discontinue matching and/or retirement contributions. It's important for you to know that if the plan is terminated or matching and retirement contributions are discontinued, your account would become 100% vested as of the effective date of termination or permanent discontinuance of matching and retirement contributions.

Your *Retirement Plus* Account is not Assignable Until you receive a distribution of all or part of your *Retirement Plus* account, it is held by the Trustee and you may not transfer or assign it, pledge it as collateral for a loan, or encumber it in any way. This means that you may not use your account (before actually receiving payment of it) to fulfill past, present, or future financial obligations except under the terms of a Qualified Domestic Relations Order (QDRO), which may require the plan to allocate a portion of your account to an alternate payee(s) such as a former spouse or dependents.

WHAT IS ERISA?

ERISA is the Employee Retirement Income Security Act of 1974. It is a federal law that gives plan participants rights to obtain information and examine plan documents.

Rights of Participants and Beneficiaries under ERISA

As a participant in the plan, you are entitled to the rights and protections guaranteed by ERISA, including the right to:

- Look at all plan documents without charge at the Plan Administrator's office. These documents include the plan, contract, and copies of all documents filed by the Plan Administrator with the U.S. Department of Labor, such as detailed annual reports and plan descriptions.
- Obtain copies of plan documents and other plan information by making a written request to the Plan Administrator. (In this case, the Administrator may make a reasonable charge for the copies.)

Receive a summary of the plan's annual financial report from the Plan Administrator, who is required by law to provide this to you.

If your claim for a benefit is denied in whole or in part, you're entitled to a written explanation of the reason for the denial. You have the right to have your claim under the plan reviewed and reconsidered. Under ERISA, there are steps you can take to enforce your rights. For example, if any materials you have requested in writing are not received within 30 days, you have the right to seek relief from a federal court.

If the court finds that you have a justifiable complaint, the Plan Administrator could be fined up to $110 for each day's delay until the materials are received.

If you have any questions about this statement of your rights under ERISA, you should contact the nearest office of the Pension and Welfare Benefits Administration, U.S. Department of Labor, listed in your telephone directory.

You also are entitled to seek a judicial remedy in a federal or state court if you are improperly denied all or part of your benefits. If plan fiduciaries (the persons responsible for operating the plan) are misusing the plan's money, you have the right to file a federal court action. You also can request assistance from the U.S. Department of Labor. If you are successful, the court may, if it so decides, require the other party to pay your legal costs, including attorney's fees. If you lose, the court may order you to pay these costs and fees (for example, if it finds your claim is frivolous).

In addition to establishing rights for the protection of plan participants, ERISA also imposes obligations on fiduciaries. Fiduciaries must act in the interest of plan participants, and they must exercise sound judgment in the performance of their plan duties. A breach of their fiduciary duties could cause their removal and the imposition of other penalties.

The law also provides that your employer may not fire you or discriminate against you for the purpose of preventing you from obtaining benefits or exercising any of your rights under ERISA.

What is a "Fiduciary"? Under ERISA, a fiduciary is a person who:

- Exercises discretionary authority or control over the plan or its assets;
- Provides investment advice for a fee or other compensation; or
- Has discretionary responsibility in the administration of the plan.

Important Note

This plan is intended to constitute a plan described in Section 404(c) of the Employee Retirement Income Security Act and Title 29 of the Code of Federal Regulations Section 2550.404c. The fiduciaries of the plan may be relieved of liability for any losses which are the direct and necessary result of investment instructions given by a participant or beneficiary.

This communication serves as a summary plan description (SPD) for the Novant Health, Inc. Retirement Plus Plan. Not all plan provisions, limitations, and exclusions are included in this brochure. In the event of any conflict between the information contained in this brochure and the plan provisions, the plan document will govern. Copies of the plan document are available from Human Resources for your inspection during normal business hours. Novant Health reserves the right to change benefits at any time.