SUMMARY OF THE
SAINT FRANCIS HOSPITAL AND
MEDICAL CENTER PENSION PLAN
(as in effect on October 1, 2011)

†SAINT FRANCIS
Hospital and Medical Center

IMPORTANT NOTE: Participation in this Plan closed effective September 30, 2006 and no Employee not yet a Participant on September 30, 2006 may begin participating after that date. This Plan is also frozen with respect to benefit accruals, as described herein.
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This document summarizes the plan as amended and restated effective October 1, 2011. This document also applies to former participants in the Mount Sinai Hospital Employees' Retirement Plan which was merged into this Plan on October 1, 1997.
HIGHLIGHTS OF THE PLAN

Below is a brief summary of some of the important features of the Saint Francis Hospital and Medical Center Pension Plan (the “Plan”). A more detailed description of each Plan feature is provided in the following sections of this booklet.

- The Hospital pays the entire cost of the Plan; you contribute nothing.
- Participation in the Plan is automatic once eligibility requirements are met; however, the Plan was closed with respect to new participation effective September 30, 2006. (See page 1)
- The Plan provides you with a benefit based on your age, salary, and length of service with the Hospital. However, benefit accruals under the Plan are now frozen. (See page 1)
- If you have at least three years (the requirement was five years prior to October 1, 2007) of vesting service with the Hospital, you will be eligible to receive a retirement benefit as early as age 55 even if you leave Saint Francis before retiring. (See pages 6-7)
- If you die before retirement and were vested at the time of your death, your spouse will receive a benefit based on your accrued benefit as of the date of your death. (See page 12)
- The Plan also matched up to 50% of your tax-sheltered annuity salary reductions prior to October 1, 2006. (See pages 4-5) Matching contributions, plus interest, may be converted to a monthly retirement benefit or received as a single sum at any time after your termination of employment. (See page 9)
- The Plan is a “church plan” under Code Section 414(e). A church plan is not subject to some of the laws and regulations applicable to plans maintained by non-church employers, including certain provisions of the Internal Revenue Code and Titles I and IV of the Employee Retirement Income Security Act of 1974 (“ERISA”).

PLAN PARTICIPATION

Plan Freeze
Notwithstanding anything in this booklet to the contrary, participation under this Plan closed effective September 30, 2006 with respect to any Employee who was not a Participant on that date. No Employee is eligible to begin participation after September 30, 2006, and no former Participant is eligible to resume participation in the Plan after September 30, 2009.

The following two sections describe the Plan’s participation rules prior to the freeze:

When You Become a Participant
You automatically become a Plan participant on the January 1st or July 1st on or after the date you complete one year of eligibility service.

You will have one year of eligibility service if you work at least 1,000 hours during the 12-month period beginning on your date of hire. If you do not work at least 1,000 hours during this
period, you will have a year of eligibility service when you complete at least 1,000 hours of service during any future calendar year.

An **hour of service**\(^1\) generally is an hour for which you are paid for employment at the Hospital, including certain paid absences.

You are not eligible to participate in the Plan if:

- your terms of employment are governed by a collective bargaining agreement
- you are an independent contractor
- you are a non-resident alien with no U.S.-source income
- you are a leased employee

**Former employees of Mount Sinai Hospital**

If you were a participant in the Mount Sinai Plan on October 1, 1997, you became a Participant in this Plan on October 1, 1997 when the two plans were merged. If you were not a participant in the Mount Sinai Plan as of October 1, 1997, you will become a Participant in this Plan in accordance with the participant requirements described above. Refer to Appendix C for special provisions that apply to former participants in the Mount Sinai Plan.

**WHEN YOU CAN RETIRE**

The Pension Plan is designed to give you flexibility about when you can retire, as explained below:

**Normal Retirement**

Your **normal retirement date** is the first day of the month on or after your 65\(^{th}\) birthday.

**Early Retirement**

You may elect to retire as early as age 55 if you have at least three years (five years prior to October 1, 2007) of vesting service. Your **early retirement date** is the first day of any month on or after your 55\(^{th}\) birthday and after completion of three years (five years prior to October 1, 2007) of vesting service. Participants in the Mount Sinai Plan should refer to Appendix C for early retirement rules prior to October 1, 1997.

**Late Retirement**

If you continue to work beyond age 65, your retirement is considered a deferred retirement. Your deferred retirement date is the first day of the month on or after the actual date you retire. Pension payments start once you leave the Hospital.

You must file a written application for retirement benefits with the Human Resources Department before any benefits will be paid.

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\(^1\) Please refer to the “Glossary of Terms,” beginning on page 13 for definitions of italicized terms in this booklet.
HOW YOUR BENEFIT IS CALCULATED

Your monthly pension benefit, payable at age 65, is known as your *accrued benefit*. Your accrued benefit is composed of the following amounts:

Your Benefit for service on or after April 1, 1994, which equals:
- Your Regular Retirement Benefit, *plus*  
- Your TSA Matched Savings Account;  
  *plus*

Your Benefit for service prior to April 1, 1994, which equals:
- Your March 31, 1994 Frozen Accrued Benefit.

Each part of your benefit is described in detail on the pages that follow. If you were a participant in the Mount Sinai Plan, refer to Appendix C for a description of benefits earned prior to October 1, 1997.

It is important to remember that the Pension Plan should only be one element of your overall retirement planning. There are several elements that the Hospital sponsors and to which it contributes, but your own personal savings is also a very important element.

**Our Tax Sheltered Annuity Program.** The Hospital sponsors the Saint Francis Hospital and Medical Center Tax Sheltered Annuity Program. You may refer to the summary of that Plan for more detail.

**Social Security Retirement Benefits.** The Hospital contributes the same dollar amount that you contribute. When you are ready to retire, you should apply to your local Social Security Office for your benefits, at least three months ahead of time.

**Plan Freeze**

The *accrued benefit* for any Participant who was not a *grandfathered participant* (see the Glossary of Terms) was frozen as of September 30, 2006 and no *credited service or annual base pay* of any such Participant that is attributable to periods after September 30, 2006 will be taken into account for any purpose under the Plan. The *accrued benefit* of each *grandfathered participant* was frozen as of September 30, 2009 and no *credited service or annual base pay* of any such Participant attributable to periods after September 30, 2009 will be taken into account for any purpose under the Plan.

**Medicare Health Insurance Program.** This program is part of the Social Security retirement benefit program. If you apply for Social Security benefits at your normal retirement age, Medicare coverage will automatically begin. (It is important to note that if you delay your Medicare coverage, your premium for this insurance will be increased at the time you do commence coverage.)
Your Personal Savings Plan. You should establish and maintain your own personal savings for your retirement.

Your Benefit for Service On or After April 1, 1994
Your monthly benefit for service on or after April 1, 1994 is composed of two parts: your Regular Retirement Benefit and your TSA Matched Savings Account as described below.

Regular Retirement Benefit
For each calendar year, beginning with 1994, that you receive one year of credited service,* your monthly Regular Retirement Benefit increases by the following amount:

*If you received less than one year of credited service in a particular calendar year the increase in your Regular Retirement Benefit and your TSA Matched Savings Account allocation for that year is multiplied by the fraction of a year of service that you were credited with for that year.

<table>
<thead>
<tr>
<th>Your Annual Base Pay up to one-half of the Social Security Taxable Wage Base multiplied by 1.5%</th>
<th>[=] Your increase in annual pension benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>+ Your Annual Base Pay in excess of one-half of the Social Security Taxable Wage Base multiplied by 2.0%</td>
<td>[\div 12 =] Your increase in monthly pension benefit</td>
</tr>
</tbody>
</table>

Example
1. One-half of the Social Security wage base (for 2009) \$53,400
2. Annual base pay \$55,000
3. Lower of item 1 and item 2 \$53,400
4. 1.5\% of item 3 \$801
5. Excess of item 2 over item 1, but not less than zero \$1,600
6. 2\% of item 5 \$32
7. Annual benefit for this year of service, item 4 plus item 6 \$833
8. Monthly regular retirement benefit for this year of service, item 7/12 \$69.42

The monthly Regular Retirement Benefit for the employee in this example increases by \$69.42 for this one year of service. If the same amount was earned for each of 35 years of service, the total monthly Regular Retirement Benefit at retirement would be \$2,429.70.

TSA Matched Savings Account
Plan Freeze
Notwithstanding anything in this booklet to the contrary, effective September 30, 2006, all Employer match credits to Participant TSA Matching Account Balances ceased; interest will continue to be credited at a rate of not less than 4\% per year.

For each calendar year, beginning with 1994, that you receive one year of credited service,* you will receive an allocation to your TSA Matched Savings Account as described below:
• 50% of your TSA contributions, but not more than 4% of your Annual Base Pay.

Example

<table>
<thead>
<tr>
<th>Step</th>
<th>Calculation</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Annual base pay</td>
<td>$55,000</td>
<td></td>
</tr>
<tr>
<td>2. TSA contributions for year</td>
<td>$4,000</td>
<td></td>
</tr>
<tr>
<td>3. 4% of item 1</td>
<td>$2,200</td>
<td></td>
</tr>
<tr>
<td>4. 50% of item 2</td>
<td>$2,000</td>
<td></td>
</tr>
<tr>
<td>5. TSA Match allocation for current year</td>
<td>(lower of item 3 and item 4)</td>
<td>$2,000</td>
</tr>
</tbody>
</table>

*If you become a participant on July 1, you will be credited with one-half year of service in the year you become a Participant. In such year, the increase in your Regular Retirement Benefit and your TSA Matched Savings Account allocation is multiplied by 50%.

The employee in this example receives an allocation of $2,000 into his TSA Matched Savings Account for that one year of service. Similar calculations are made for each year of service.

All current and prior allocations are credited with interest as determined by Saint Francis, but not less than 4% per year.

Your Benefit for Service Prior to April 1, 1994
Your benefit for service prior to April 1, 1994 is known as your March 31, 1994 Frozen Accrued Benefit. It is based on your credited service and earnings as of March 31, 1994 and your Social Security benefit. For a description of the calculation, refer to Appendix A. Refer to Appendix C if you were a participant in the Mount Sinai Plan prior to April 1, 1994.

Minimum Benefit for Certain Employees
If you were at least 55 years old and had at least 5 years of vesting service as of March 31, 1994, or if your age plus years of vesting service as of March 31, 1994 totaled 70 or more, you will receive a minimum benefit under the Plan. For a description of the Minimum Benefit calculation, refer to Appendix B. (If you were a participant in the Mount Sinai Plan on March 31, 1994, were at least 55 years old and had at least 10 years of vesting service as of that date, refer to Appendix C). The following examples illustrate the rules for determining eligibility for the minimum retirement benefit.

Example 1

<table>
<thead>
<tr>
<th>Date of Birth</th>
<th>March 31, 1939</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date of Hire</td>
<td>January 1, 1989</td>
</tr>
<tr>
<td>Age on March 31, 1994</td>
<td>55</td>
</tr>
<tr>
<td>Years Vesting Service On March 31, 1994*</td>
<td>5</td>
</tr>
<tr>
<td>Eligible for Minimum Benefit</td>
<td>Yes. This employee was at least age 55 and had 5 or more years of vesting service as of March 31, 1994.</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>------------------------------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>

**Example 2**

<table>
<thead>
<tr>
<th>Date of Birth</th>
<th>March 31, 1944</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date of Hire</td>
<td>January 1, 1974</td>
</tr>
<tr>
<td>Age on March 31, 1994</td>
<td>50</td>
</tr>
<tr>
<td>Years of Vesting Service On March 31, 1994*</td>
<td>20</td>
</tr>
<tr>
<td>Eligible for Minimum Benefit</td>
<td>Yes. This employee was not age 55 but his age (50) plus years of vesting service (20) total 70 or more (50+20=70)</td>
</tr>
</tbody>
</table>

**Example 3**

<table>
<thead>
<tr>
<th>Date of Birth</th>
<th>March 31, 1935</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date of Hire</td>
<td>January 1, 1990</td>
</tr>
<tr>
<td>Age on March 31, 1994</td>
<td>59</td>
</tr>
<tr>
<td>Years of Vesting Service On March 31, 1994*</td>
<td>4</td>
</tr>
<tr>
<td>Eligible for Minimum Benefit</td>
<td>No. Although this employee was at least age 55, he did not have the required 5 years of vesting service as of March 31, 1994. Nor does his age (59) plus years of vesting service (4) as of March 31, 1994 total 70 or more (59+4=63).</td>
</tr>
</tbody>
</table>

*Presumes that 1,000 or more hours of service was worked in each service year from year of hire through 1993.

**Minimum Benefit for Employees Who Were Transferred Between Mount Sinai and Saint Francis**

If you were transferred between Mount Sinai and Saint Francis between July 1, 1991 and September 30, 1997, your benefit under this Plan will not be less than the benefit you would have received if you had not been transferred.

**Normal Retirement Benefit**

If you retire on your normal retirement date (the first of the month after you reach age 65), the monthly benefit payable to you is equal to your full accrued benefit. Your benefit may be adjusted, depending on the form of payment you choose. (See pages 8 through 11.)

**Early Retirement Benefit**

You may retire early if you are at least age 55 and have three or more years of vesting service (five or more prior to October 1, 2007). Your retirement benefit would be based on your accrued
benefit as of your early retirement date. You can begin receiving your benefit on the first day of any month between your early retirement date and the date you reach age 65. As a rule, if you elect to receive benefits before age 65, your monthly benefit will be the greater of: (a) your accrued benefit multiplied by the appropriate percentage from the table below; or (b) your accrued benefit as of March 31, 1994 reduced by 4% for each year that your early retirement date precedes your normal retirement date.

<table>
<thead>
<tr>
<th>Age When Benefit Payments Start</th>
<th>You Will Receive This Percentage of Your Accrued Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>65</td>
<td>100.0%</td>
</tr>
<tr>
<td>64</td>
<td>93.3</td>
</tr>
<tr>
<td>63</td>
<td>86.6</td>
</tr>
<tr>
<td>62</td>
<td>79.9</td>
</tr>
<tr>
<td>61</td>
<td>73.2</td>
</tr>
<tr>
<td>60</td>
<td>66.5</td>
</tr>
<tr>
<td>59</td>
<td>63.2</td>
</tr>
<tr>
<td>58</td>
<td>59.9</td>
</tr>
<tr>
<td>57</td>
<td>56.6</td>
</tr>
<tr>
<td>56</td>
<td>53.3</td>
</tr>
<tr>
<td>55</td>
<td>50.0</td>
</tr>
</tbody>
</table>

If the date on which your benefits start is not your birth date – for example, you are 62 years and 6 months old – the percentage of your accrued benefit is prorated between the percentages at age 62 and age 63. Continuing with this example and using the table above, if you are age 62 and 6 months old, you would receive 83.25% of your accrued benefit. This percentage is determined by adding the age 62 percentage (79.9) to one-half of the difference between the age 62 and 63 percentages (86.6 – 79.9 = 6.7, and ½ of 6.7 = 3.35). Your percentage would be 83.25 (79.9 + 3.35).

If you were a participant in the Mount Sinai Plan, refer to Appendix C for a description of the early retirement adjustments that apply to you.

Your early retirement benefit may be further adjusted, depending on the form of payment you choose. (See pages 8 through 11.)

**Late Retirement Benefit**
If you retire after age 65, the monthly benefit payable to you is equal to your accrued benefit as of your actual retirement date. Your late retirement benefit may be adjusted, depending on the form of payment you choose. (See pages 8 through 11.)

If you have received benefit payments before your actual retirement date (as described on page 2), your benefit at retirement will be adjusted to reflect those payments, but will not be less than the benefit you would have otherwise received.
Maximum Benefits
Government regulations restrict both the amount of compensation ($245,000 in 2009) that may be used in computing your benefit, as well as the amount of benefits payable from qualified defined benefit plans, such as ours. These maximum amounts are (generally) adjusted annually. When you retire, you will be notified if you have reached these limits.

Your retirement amount calculated under the benefit formula is the amount you would receive under a life annuity – that is, monthly payments during your lifetime only. Other payment options, however, with provisions for payments to your spouse or other beneficiary after your death, are available. In order to ensure that your benefit payments begin on time, you should contact the Department of Human Resources at least 90 days before you plan to retire.

HOW YOUR BENEFIT IS PAID

Normal Forms of Payment
If you make no election, your monthly benefit will be paid as follows:

For single employees: Life annuity. You will receive monthly payments as long as you live. After your death, payments will stop; no further payments will be paid to any survivor.

For married employees: 50% spouse joint and survivor annuity. You will receive reduced monthly payments for your lifetime, with a survivor’s benefit payable to your spouse upon your death. Your benefit is reduced based on the life expectancies of both you and your spouse.

Optional Forms of Payment
If the normal forms of payment do not meet your needs, you may choose another option as described below.

If you are married and want to elect an optional form of payment other than the 50% spouse joint and survivor annuity, you must obtain your spouse’s written consent within 180 days before benefit payments start. Your spouse must also consent to your beneficiary designation. Your spouse’s signature must be witnessed by an authorized Department of Human Resources representative or a notary public.

Your optional forms of payment are:

Life annuity for married employees. Under this option, you will receive monthly benefit payments as long as you live. After your death, payments will stop; no further payments will be paid to any survivor.

Life annuity with guarantee. This annuity will provide you with reduced monthly payments for your lifetime, with a guarantee that at least 60, 120, or 180 monthly payments will be made to you or your beneficiary. You choose the number of guaranteed
monthly payments and designate your beneficiary to receive any remaining guaranteed payments upon your death.

**Contingent Annuitant Option.** Under this option, you may elect 50%, 66 2/3%, 75% or 100% of your benefit to be continued to your designated beneficiary (the Contingent Annuitant). Your benefit is reduced based on the life expectancies of both you and your designated beneficiary and the percentage of benefit you want continued to your designated beneficiary.

**Lump sum.** A single lump sum payment may be elected for the portion of your benefit associated with your TSA Matching Account. The lump sum amount will be the greater of your TSA Matching Account Balance or the *actuarial equivalent* of your TSA Matching Benefit as of the date of distribution. If such lump sum value is greater than $1,000 but not greater than $5,000, you may elect a lump sum without getting your spouse’s consent. If such lump sum value exceeds $5,000, however, your spouse – if any – must consent to the election of the lump sum option.

In addition, you may elect to receive a lump sum payment equal to the *actuarial equivalent* of your *accrued benefit* determined as of the date of distribution but without regard to your TSA Matching Account Balance, provided such lump sum value does not exceed $5,000. You may elect this option without obtaining spousal consent.

**Small Benefits**
If the present lump sum value of your vested benefit, excluding the TSA Matched Savings Account Balance, is $1,000 or less ($5,000 or less prior to March 28, 2005), you will receive this amount in one lump sum payment after you leave the Hospital. Similarly, if the TSA Matched Savings Account Balance is $1,000 or less ($5,000 or less prior to March 28, 2005), you will receive this amount in one lump sum payment after you leave the Hospital.

**How To Elect Your Form of Payment**
To apply for benefits, you must file a written application with the Department of Human Resources well before benefit payments begin. The Department of Human Resources must receive your application at least 90 days before your actual retirement date – the date you want benefits to begin. You will then receive an explanation of your benefit options and an election form before your scheduled commencement date of benefit payments (first of the month following your date of retirement).

You have at least 30 days to review the explanation of benefit options and the election form.

Your benefit payments will not commence until the 30 day review period ends. You are, however, permitted to waive the 30 day period and have benefit payments commence sooner. You may change your payment option any time before your payments are scheduled to begin. However, once your payments have begun, you cannot change your election. (If you have benefits accrued prior to April 1, 1994 and elect a variable annuity option, you are permitted to change to a fixed annuity after commencement.)
**Actuarial Assumptions**
The Plan uses specific interest rate and mortality assumptions to determine the actuarial equivalence of different forms of benefits payable under the Plan. These assumptions are modified from time to time in accordance with changes in the law and IRS guidance.

**Important Note:** You cannot elect an option if the election would extend benefit payments beyond the combined life expectancies of you and your beneficiary or would provide a benefit to your beneficiary which is greater than permitted by government regulations. The Plan Administrator will let you know if the method of payment that you elect is not permitted because of these restrictions.

**Minimum Required Distributions**
In addition to the benefit payment options mentioned above, there are rules which require that certain minimum distributions be made from the Plan. Generally, these minimum distributions must begin not later than the April 1st following the end of the later of: (i) the year in which you reach age 70½ or (ii) the year in which you terminate employment. However, if you are a 5% owner, required distributions must begin not later than the April 1st following the end of the year in which you reach age 70½. You should contact the Plan Administrator if you feel you may be affected by these rules.

**Taxation of Benefits**
The income tax and withholding rules which apply to your retirement benefits depend upon the form of payment you receive.

**Annuity Payments:** If you receive an annuity form of payment, you are taxed on the payments as ordinary income in the year you receive them. (You can submit a withholding certificate indicating your filing status and number of withholding exemptions to determine the amount of Federal and state tax which is withheld.)

**Lump Sum Payment:** If you are entitled to and receive a lump sum form of payment, you may be able to roll over the lump sum amount within 60 days to an IRA or a tax-qualified plan of another employer, or to have those amounts transferred directly to an IRA or other tax-qualified plan. A rollover or direct transfer will avoid current Federal and state taxation. However, amounts paid to you are subject to a mandatory 20% Federal income tax withholding; amounts which you elect to have transferred directly to an IRA, tax-qualified plan or other eligible retirement plan are not subject to withholding. If you are under age 59½, there may be a 10% additional Federal income tax penalty imposed on your payment.

In the event of your death, your spouse may elect a direct rollover of any lump sum survivor payment. A non-spouse beneficiary (including a trust that is named as a beneficiary) may elect a direct rollover of any lump sum distribution to an IRA.

**Important Note:** You will receive more information concerning the income tax and withholding rules on your retirement benefit at the time you apply for your retirement.
benefits. In any event, you should consult a qualified tax advisor for more information concerning your particular situation.

**IF YOU LEAVE SAINT FRANCIS BEFORE YOU RETIRE**

**Vesting**

Vesting refers to your right to receive a benefit. You are fully vested in your Plan benefit when you complete three years (five years prior to October 1, 2007) of vesting service or reach age 65, whichever happened earlier. If you leave the Hospital before you reach age 65 and before you have three years (five years prior to October 1, 2007) of vesting service, no benefit is payable to you under the Plan.

**Your Vested Benefit**

If you leave the Hospital before you reach age 65 but after you complete three (five years prior to October 1, 2007) years of vesting service, you are entitled to a vested benefit. The vested benefit is payable on your normal retirement date or, if you are eligible, on the first of any month after you reach age 55 with a reduction for early retirement.

You may elect to receive a lump sum payment equal to your TSA Matched Savings Account Balance or an equivalent immediate annuity at any time following your termination of employment, if you have three or more years (five or more prior to October 1, 2007) of vesting service. If you make no election or you elect to leave the balance in the Plan, it will be credited with interest as determined by Saint Francis, but not less than 4% per year.

If you make no election, the balance of your TSA Matched Savings Account on your normal retirement date will be converted to an equivalent monthly retirement benefit and paid in accordance with the normal forms of payment.

**IF YOU DIE BEFORE YOU RETIRE**

**Pre-retirement Survivor Benefits**

**TSA Match Account.** A participant’s beneficiary shall receive the excess of the participant’s TSA Matching Account Balance as of the earlier of his date of death or Benefit Commencement Date, less the portion of his TSA Matching Account Balance already received. Such payment shall be paid in accordance with the optional form of benefit elected, if any.

**Important Note:** A married Participant’s spouse must consent to the naming of a Beneficiary. Any Beneficiary designation made by a Participant shall be automatically revoked upon marriage or remarriage of the Participant.

**Benefits Other Than the TSA Match Account.**

The Plan automatically provides protection for your spouse in the form of a pre-retirement surviving spouse benefit if you are legally married for a period of at least one year and vested at the time of your death. Under this provision, monthly benefits are payable to your spouse for his or her lifetime.
The amount of benefit payable to your spouse is calculated based on your accrued benefit as of the date of your death excluding that portion of your accrued benefit attributable to your TSA Matching Account Balance. Your spouse will receive half of the benefit you would have received at retirement under the 50% spouse joint and survivor annuity. The benefit is payable to your spouse on the first of the month following your death or the date you would have reached age 65, whichever is later. Your spouse may elect to receive the benefit as early as the date you would have reached age 55, with the appropriate reduction for early commencement. If the present lump sum value of your spouse’s benefit is $1,000 or less, he or she will automatically receive a lump sum amount in lieu of monthly payments.

Important Note: Effective October 1, 1986, the pre-retirement surviving spouse benefit became automatic and fully paid for by the Hospital. Prior to this date, if you elected this coverage there was a charge to you in the form of a benefit reduction at retirement. If you participate in the Plan on or after October 1, 1986, however, there will be no reduction in your benefits for this coverage. The coverage described in this section generally applies to participants who leave the Hospital on or after October 1, 1986. Pre-retirement surviving spouse benefits, however, may be payable on behalf of former participants who left the Hospital as early as October 1, 1976. Please contact the Plan Administrator to find out what, if any, survivor benefits are payable on your behalf.

Qualified Military Service
If you die on or after January 1, 2007 while performing “qualified military service” as defined by the Uniformed Services Employment and Reemployment Rights Act, then your survivors are entitled to any additional benefits (other than benefit accruals relating to the period of qualified military service) provided under the Plan as if you had resumed employment and then terminated employment on account of death.

IF YOU DIE AFTER YOU RETIRE

After your retirement, any benefits payable upon your death will depend on the form of payment you are receiving. For example, if your benefits are being paid as a life annuity, when you die no further benefits would be payable. If, however, at the time of your death, benefits were being paid as a 50% spouse joint and survivor annuity, a benefit would continue to your spouse for his or her lifetime.

BREAK-IN-SERVICE AND RE-EMPLOYMENT

Plan Freeze
Notwithstanding anything in this booklet to the contrary, as a result of the Plan freeze, no service will be credited for any period of employment after the freeze was applicable to you.

Break-In-Service
A break-in-service is an interruption of your employment with the Hospital. It establishes the date on which your participation ends, and in the past, it was considered in determining your Plan status should you return to work at the Hospital. If you complete less than 500 hours of
service in a service year, you will have a break-in-service. Under certain circumstances, however, your Plan participation will continue, and your service will not be considered broken for periods you are away from work, as described below.

**Approved leaves of absence.** Your Plan participation will continue if you are absent from work for an approved leave of absence. Approved absences are counted toward both vesting and credited service.

If you do not return to work at the end of your leave (or as federal law requires in the case of military leave), your Plan participation will end and your service will be considered broken on the date your leave began.

**Re-employment**
As of September 30, 2009, no Participant who leaves the Hospital and is later rehired will be permitted to resume participation in the Plan upon rehire nor shall such a Participant resume accruing service for purposes of benefit accrual. If you left employment and were rehired prior to this date and have questions regarding your participation or service under the Plan, please contact the Plan Administrator.

**GLOSSARY OF TERMS**

**Accrued Benefit**
Means the amount of monthly benefit (payable at age 65) that you have earned at any point in time, based on your years of credited service, earnings, and Social Security benefit.

**Annual Base Pay**
Means your monthly base pay (base hourly rate multiplied by scheduled hours as recorded in the Hospital’s personnel files) accumulated over a calendar year. Base pay does not include overtime, differentials, bonuses, or other special compensation. Base pay does, however, include elective contributions to any tax-sheltered annuity program, 401(k) plan, qualified transportation benefit, or cafeteria plan sponsored by the Hospital.

The Plan, by law, cannot recognize annual compensation in excess of certain limits set out in the Internal Revenue Code (e.g., the limit was $245,000 in 2009 and 2010). The limit is subject to adjustment for cost-of-living increases.

**Approved Leaves of Absence**
An approved leave of absence is an absence approved by the Hospital, as outlined in the Hospital’s “Human Resources Policies and Procedures.” Leaves may be approved, for example, for the period during which you receive Workers’ Compensation benefits or are in active service in the armed forces of the United States. You must return to employment, in accordance with applicable law, upon the expiration of your leave in order to receive credit for your absence.

**Average Final Compensation**
See Appendix C for definition.
**Average Monthly Earnings**
Means the average of your monthly base pay (base hourly rate multiplied by scheduled hours) for the sixty month period ending with your termination of employment. Base Pay does not include overtime, bonuses, or other special compensation. Base Pay does, however, include elective contributions to the tax-sheltered annuity program, 401(k) plan, qualified transportation benefit, or cafeteria plan sponsored by the Hospital.

**Credited Service**
Means your years of service with the Hospital. A year of credited service is earned for each service year in which you complete at least 1,000 hours of service. Credited service is used to calculate your pension benefit. If you were hired prior to April 1, 1994, credited service is measured from your date of hire; otherwise it is measured from your date of participation. Credited service does not include years of service while you are a leased employee or while covered by a collective bargaining agreement or while working for an entity that is not a Participating Employer. Credited service under the Mount Sinai Plan prior to October 1, 1997 is described in Appendix C.

Notwithstanding anything else in this booklet to the contrary, for the special computation period beginning on January 1, 2006 and ending on September 30, 2006, each Participant (including employees who become Participants effective January 1, 2006 or July 1, 2006) scheduled to work at a rate of 20 or more hours each week and employed by the Hospital or a participating employer on September 30, 2006, shall be credited with one year of credited service for the period beginning on January 1, 2006 and ending September 30, 2006, without regard to his actual hours of service for such period.

Notwithstanding anything else in this booklet to the contrary, for the special computation period beginning on January 1, 2009 and ending on September 30, 2009, each grandfathered participant scheduled to work at a rate of 20 or more hours each week and employed by the Hospital or a participating employer on September 30, 2009 shall be credited with one year of credited service for the period beginning on January 1, 2009 and ending on September 30, 2009 without regard to his actual hours of service for such period.

**Grandfathered Participant**
Means any Participant who, as of September 30, 2006, satisfies each of the following requirements: (i) is actively employed by the Hospital, (ii) has at least ten years of credited service, and (iii) the sum of his/her age plus years of credited service is at least fifty-five (55).

**Hour of Service**
Means an hour for which you are directly or indirectly paid for employment at the Hospital. This includes paid absences of 501 or fewer hours, such as vacations and holidays (i.e., ETO), illness, leave of absence, jury duty, and layoff. Hour of Service under the Mount Sinai Plan prior to October 1, 1997 is described in Appendix C.

**Mount Sinai Plan**
Means The Mount Sinai Hospital Employees’ Retirement Plan prior to its merger with this Plan on October 1, 1997.
Service Year
A service year is a 12-month period beginning every January 1 and ending December 31.

Before January 1, 1989, a service year was each 12-month period beginning on your date of hire and ending on each anniversary of your hire.

The change in service year resulted in a short service year that began on your anniversary date before January 1, 1989, and ended January 1, 1989. For purposes of determining credited service, you will receive a partial year of credited service if you did not complete 1,000 hours of service in the short service year, but were normally scheduled to complete 1,000 hours in a 12-month period. The calculation for partial credit is based on the ratio of your actual hours worked to 1,000.

For example, if you worked 500 hours, you received six months (one-half year) of credit – the ratio of 500 to 1,000 is one-half. If you completed 1,000 hours of service in the short service year, you will receive a year of credited service – the ratio is one to one.

For purposes of determining vesting service, you will receive two years of vesting service if you complete 1,000 hours of service in the 12-month period beginning on your anniversary date before January 1, 1989, and the 12-month period beginning on January 1, 1989. Service Year under the Mount Sinai Plan is defined in Appendix C.

Social Security Benefit
Means our estimate of your monthly Social Security entitlement at your normal retirement or late retirement date. Our estimate is based on your earnings while you are employed by the Hospital.

For periods before your employment with the Hospital which are recognized by the Social Security Administration, we estimate your earnings assuming they increased at the rate of 6% per year. We do this by discounting your pay for your first full calendar year of employment at the Hospital by 6%. For periods after you terminate your employment with the Hospital, no future earnings are assumed.

If you do not want us to estimate your Social Security benefit, you may provide us with your actual earnings for the years prior to your employment with the Hospital. When actual earnings are provided, your retirement benefit will be adjusted to reflect a more accurate estimate of your actual Social Security benefit. These earnings may be obtained from the Social Security Administration.

You may also supply us with your actual Social Security award if you leave the Hospital on or after age 62. If your award indicates that payments will start before you are age 65, we will adjust the figure to reflect an age 65 payment date.

Your earnings or Social Security award must be submitted to the Hospital within a reasonable time after you retire or the date you are notified of your benefit entitlement.
Social Security Covered Compensation
See Appendix C for definition.

Social Security Taxable Wage Base
See Appendix C for definition.

Vesting Service
Means your years of service with Saint Francis, beginning on your date of hire. A year of vesting service is earned for each service year in which you complete at least 1,000 hours of service. Vesting service is used to determine your vested status.

YOUR RIGHTS UNDER THE PLAN

You must file a written application for retirement with the Department of Human Resources before any benefits will be paid. You should contact the Department of Human Resources at least 90 days before you wish to retire. Federal law requires that you be provided with your benefit options no more than 180 days prior to your retirement date. This will allow enough time for your application to be processed so that you will receive your first benefit check soon after your retirement.

Claims Procedure
If there is a dispute between you and the Plan Administrator, you should follow the claims procedure outlined below.

Request for review. If you have any questions concerning your eligibility for participation in the Plan, your eligibility for retirement benefits or the actual amount of your benefit, you should submit your question in writing to the Plan Administrator. The Plan Administrator will review your questions and send you a written notice of the decision. If for some reason your application for benefits is denied (in whole or in part), you will be notified of the denial within 90 days of the filing of your application. The notification will cite the reasons for denial, the section of the Plan on which the denial is based, the additional information, if any, needed to approve your claim and an explanation why such information is necessary, and the procedure for appealing the decision.

Appeals procedure. You or your authorized representative may appeal the Administrator’s decision by filing a written request with the Administrator within 60 days after you receive notice of the decision. You may request a hearing for the review of your claim. You may also review the Plan documents and submit issues and comments to the Plan Administrator in writing.

The Administrator will inform you of the decision no later than 60 days after receiving your request for a review. The 60-day period may be extended for an additional 60 days if there are special circumstances, such as the need for a hearing. The final decision on your claim will be in writing and will include the specific reasons for the decision.
You may not bring a lawsuit on a claim for benefit unless you have exhausted the claim and appeal procedures described above. Any lawsuit must be brought within 3 years after the date of the final disposition of the claim under these procedures.

MISCELLANEOUS

Non-assignment of Benefits. Under current law, no part of your benefit may be claimed by a creditor for the payment of a debt you may have incurred, nor may you borrow against or pledge part of your benefit for a loan. The purpose of this legal requirement is to ensure that you will receive the benefits to which you are entitled under the Plan.

The Plan, however, will comply with a qualified domestic relations order. A qualified domestic relations order is a court order involving child support or a marital property settlement. Before making any payments to an alternate payee, the Plan Administrator must determine that the domestic relations order is “qualified.” Upon request to the Plan Administrator you may obtain, without charge, a copy of the Plan’s procedures for determining the qualified status of domestic relations orders and for administering orders that are determined to be qualified.

Duplication of Benefits
You will not receive pension credits under this Plan for any period of employment for which you also receive pension credits under any other defined benefit pension plan to which the Hospital makes contributions on your behalf.

Maximum Retirement Benefits
Pension law provides for maximum limitations on the amount of compensation that may be used in computing your benefit as well as on the amount of annual benefits Plan participants may receive. These maximum limitations are subject to rules and regulations which may be issued periodically by the IRS. You will be notified if they apply to you.

Top-heavy Plan Requirements
Pension law requires that certain Plans provide minimum benefits and accelerated vesting. Such a Plan is referred to as a “top-heavy Plan” because a large portion of the Plan assets are accumulating on behalf of highly-paid employees. We do not expect this Plan to fall within the category of a top-heavy Plan, but you will be notified of any changes if the Plan does become top-heavy.

AMENDMENT/TERMINATION THE PLAN

Amendment or Termination of the Plan
It is intended that the Plan be continued indefinitely, although the Hospital reserves the right to amend, modify, or terminate it at any time. However, in no event can money be returned to the Hospital until all liabilities under the Plan have been satisfied. To the extent funded, you will be 100% vested in your accrued benefit upon termination of the Plan. Benefits are payable only to the extent assets held in the trust fund are sufficient to pay them.
HOW THE PLAN IS ADMINISTERED

Name of Plan
The name of the Plan is The Saint Francis Hospital and Medical Center Pension Plan.

Plan Number
001

Type of Plan
The Plan is a defined benefit pension plan.

The Plan is also a “church plan” under Code Section 414(e). A church plan, the Plan is not subject to some of the laws and regulations applicable to plans maintained by non-church employers, including certain provisions of the Internal Revenue Code and Titles I and IV of the Employee Retirement Income Security Act of 1974 (“ERISA”).

Trustee
The trustee of the Plan is:
Bank of America
100 North Tryon Street
Charlotte, NC 28255
Phone: 1-704-386-5681

Funding Agent
The funding agent for the Plan is:
Bank of America
100 North Tryon Street
Charlotte, NC 28255
Phone: 1-704-386-5681

Benefits Not Insured
The Benefits provided under the Plan are not insured by the Pension Benefit Guaranty Corporation.

Plan Year
The Plan year is the 12-month period used for maintaining the Plan’s financial records. The Plan year begins on October 1 and ends on September 30.

Plan Sponsor/Employer
The Plan is sponsored and maintained by:
Saint Francis Hospital and Medical Center
114 Woodland Street
Hartford, CT 06105
Employer ID Number
06-0646813

Participating Employers
In addition to Saint Francis Hospital and Medical Center, certain other related companies have adopted this Plan. Please refer to Appendix D for a list of the participating employers.

Plan Administrator

Saint Francis Hospital and Medical Center Retirement Committee

Saint Francis Hospital and Medical Center
114 Woodland Street
Hartford, CT  06105
Telephone:  860-714-2665

The Retirement Committee has the discretionary authority to, among other things, interpret the terms of the Plan and determine eligibility for benefits.

The Saint Francis Hospital and Medical Center Finance Committee has the sole and exclusive authority with respect to the funding and the management and investment of the assets of the Plan. The Finance Committee’s contact information is:

Saint Francis Hospital and Medical Center Finance Committee
Saint Francis Hospital and Medical Center
114 Woodland Street
Hartford, CT  06105
Telephone:  860-714-2665

If you have any questions about the Plan, you should contact:

Saint Francis Hospital and Medical Center
Attn:  Compensation and Benefits Section
Department of Human Resources
114 Woodland Street
Hartford, CT  06105
Telephone:  860-714-2665

Legal Process
Legal process may be served upon the Plan Administrator or the Trustee at the addresses listed above.
APPENDIX A

Your Benefit for Service Prior to April 1, 1994
Your benefit for service prior to April 1, 1994 is known as your March 31, 1994 Frozen Accrued Benefit. It is based on your credited service and earnings as of March 31, 1994 and your Social Security benefit. It is calculated as follows:

If you had 25 or more years of credited service as of March 31, 1994, your March 31, 1994 Frozen Accrued Benefit is determined by the following formula:

<table>
<thead>
<tr>
<th>Step 1</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Half of your average monthly earnings*</td>
<td>-</td>
<td>Half of your monthly Social Security benefit †</td>
</tr>
<tr>
<td>=</td>
<td>Your monthly retirement benefit subtotal</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Example**

1. Average monthly earnings $3,000
2. One-half of item 1 $1,500
3. Monthly Social Security benefit $1,000
4. One-half of item 3 $500
5. Monthly retirement benefit (item 2 – item 4) $1,000

*Monthly earnings are averaged over the 60 month period ending March 31, 1994.

† Determined as of March 31, 1994.

If you had less than 25 years of credited service as of March 31, 1994, your March 31, 1994 Frozen Accrued Benefit is determined by the following formula:

<table>
<thead>
<tr>
<th>Step 1</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Half of your average monthly earnings*</td>
<td>-</td>
<td>Half of your monthly Social Security benefit †</td>
</tr>
<tr>
<td>=</td>
<td>Your monthly retirement benefit subtotal</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Step 2**

Your monthly retirement benefit subtotal* 

(Your years of credited service † ÷ 25), not more than 1

= Your monthly retirement benefit
Example

1. Average monthly earnings            $3,000
2. One-half of item 1                  $1,500
3. Monthly Social Security benefit     $1,000
4. One-half of item 3                  $500
5. Monthly retirement benefit (item 2 – item 4) $1,000
6. Years of credited service           20
7. Monthly retirement benefit (item 5 x item 6 ÷ 25) $800

*Monthly earnings are averaged over the 60 month period ending March 31, 1994.
† Determined as of March 31, 1994.
APPENDIX B

Minimum Benefit for Certain Employees
If you were at least 55 years old and had at least 5 years of vesting service as of March 31, 1994, or if your age plus years of vesting service as of March 31, 1994 totaled 70 or more, you will receive a minimum benefit determined as follows.

If you have 25 or more years of credited service, your minimum retirement is determined by the following formula:

<table>
<thead>
<tr>
<th>Half of your average monthly earnings</th>
<th>-</th>
<th>Half of your monthly Social Security benefit</th>
<th>=</th>
<th>Your monthly retirement benefit</th>
</tr>
</thead>
</table>

Example

1. Average monthly earnings $3,000
2. One-half of item 1 $1,500
3. Monthly Social Security benefit $1,000
4. One-half of item 3 $500
5. Monthly retirement benefit (item 2 – item 4) $1,000

If you have less than 25 years of credited service, your minimum retirement benefit is determined by the following formula:

Step 1

Half of your average monthly earnings
- Half of your monthly Social Security benefit
= Your monthly retirement benefit subtotal

Step 2

Your monthly retirement benefit subtotal
x (Your years of credited service ÷ 25), not more than 1
= Your monthly retirement benefit
Example

1. Average monthly earnings $3,000
2. One-half of item 1 $1,500
3. Monthly Social Security benefit $1,000
4. One-half of item 3 $500
5. Monthly retirement benefit subtotal (item 2 – item 4) $1,000
6. Years of credited service 20
7. Monthly retirement benefit (item 5 x item 6 ÷ 25) $800
This appendix describes only those plan provisions of the Mount Sinai Plan which were different from those described in the main body of this summary.

Plan Participation
If you were a participant in the Mount Sinai Plan on September 30, 1997, you automatically become a Participant in this Plan on October 1, 1997 when the two plans were merged. Requirements for participation in the Mount Sinai Plan were as follows:

**Prior to April 1, 1994,** you automatically become a plan participant on April 1st or October 1st on or after the date you complete one year of eligibility service and attainment of age 21 (prior to October 1, 1985, age 25).

**On or after April 1, 1994 and prior to September 30, 1995,** you automatically become a plan participant on the January 1st or July 1st on or after the date you complete one year of eligibility service.

**On or after October 1, 1995,** you automatically become a Participant in the Saint Francis Hospital and Medical Center Pension Plan (but not the Mount Sinai Plan) on the January 1st or July 1st on or after the date you complete one year of eligibility service.

You will have one year of eligibility service if you work at least 1,000 hours during the 12-month period beginning on your date of hire. If you did not work at least 1,000 hours during this period, you will have a year of eligibility service when you complete at least 1,000 hours of service during any service year.

An hour of service generally is an hour for which you were paid for employment at the Hospital, including certain paid absences.

Note: Employees covered by a collective bargaining agreement were not eligible to participate in the Mount Sinai Plan.

Early Retirement
Early retirement on or after April 1, 1994 is as described on pages 6-7. For retirement prior to April 1, 1994, ten years of vesting service is required for early retirement. For employees of Mount Sinai Hospital first credited with one hour of service prior to April 1, 1994 in the Mount Sinai Plan, the early retirement benefit will not be less than the sum of the following: (a) his accrued benefit under the Saint Francis Hospital and Medical Center Pension Plan as of September 30, 1997, multiplied by the appropriate percentage from the table on pages 6-7; or (b) his Mount Sinai March 31, 1994 frozen accrued benefit reduced by 4% for each year his early retirement date precedes his normal retirement date.

How Your Benefit Is Calculated
In general. Your benefit under the Mount Sinai Plan is composed of the same three components as described on pages 2-3:
• Your Regular Retirement Benefit, plus
• Your TSA Matched Savings Account, plus
• Your March 31, 1994, Frozen Accrued Benefit.

When the plans merged, any benefit you had earned under each of these components as of December 31, 1996 in the Mount Sinai Plan was added to any benefit you may have had in this Plan as of the same date.

**Regular Retirement Benefit.** This amount is determined in the same manner as the Regular Retirement Benefit described on pages 3-4 of this summary.

**TSA Matched Savings Account.** This amount is determined in the same manner as the TSA Matched Savings Account described on pages 4-5 of this summary.

**Your Benefit for Service Prior to April 1, 1994.** Your benefit for service prior to April 1, 1994 is known as your *Mount Sinai March 31, 1994 Frozen Accrued Benefit.* It is based on your credited service and earnings as of March 31, 1994 and your *Social Security Covered Compensation.* It is calculated as follows:

<table>
<thead>
<tr>
<th>Calculation</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1% of your Average Final Compensation† not in excess of your Social Security Covered Compensation†, plus</td>
<td>$26</td>
</tr>
<tr>
<td>1.75% of your Average Final Compensation in excess of your Social Security Covered Compensation (if any)</td>
<td>$7</td>
</tr>
<tr>
<td>The sum above multiplied by your years of credited service† (maximum 30 years)</td>
<td></td>
</tr>
</tbody>
</table>

The benefit under this section is limited to fifty (50) percent of a participant’s Average Final Compensation or $60,000, whichever is less.

† *Determined as of March 31, 1994.*

**Example**

1. Average Final Compensation (monthly)  
   $3,000
2. Social Security Covered Compensation (monthly)  
   $2,600
3. Average Final Compensation not in excess of Social Security Covered Compensation, smaller of 1. and 2.  
   $2,600
4. 1% of item 3  
   $26
5. Average Final Compensation in excess of Social Security Covered Compensation, 1. – 2., not less than zero  
   $400
6. 1.75% of item 5  
   $7
7. Monthly retirement benefit per year of service, 4+6  
   $33
8. Years of service  
   30
9. Monthly retirement benefit, item 7 x item 8.  
   $990

25
Minimum Benefit for Certain Employees. If you were at least 55 years old and had at least 10 years of vesting service as of March 31, 1994, or if your age plus years of vesting service as of March 31, 1994 totaled 70 or more, you will receive a minimum benefit determined as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Calculation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1% of your Average Final Compensation not in excess of your Social Security</td>
<td>calculated as 1% of average final compensation, not exceeding social</td>
</tr>
<tr>
<td>Covered Compensation, plus</td>
<td>security covered compensation.</td>
</tr>
<tr>
<td>1.75% of your Average Final Compensation in excess of your Social Security</td>
<td>calculated as 1.75% of average final compensation, exceeding social</td>
</tr>
<tr>
<td>Covered Compensation (if any)</td>
<td>security covered compensation.</td>
</tr>
</tbody>
</table>

The sum above multiplied by your years of credited service (maximum 30 years)

The benefit under this section is limited to fifty (50) percent of a participant’s Average Final Compensation or $60,000, whichever is less.

Example

1. Average Final Compensation (monthly) $3,000
2. Social Security Covered Compensation (monthly) $2,600
3. Average Final Compensation not in excess of Social Security Covered Compensation, smaller of 1 and 2 $2,600
4. 1% of item $26
5. Average Final Compensation in excess of Social Security Covered Compensation, 1 – 2, not less than zero $400
6. 1.75% of item 5 $7
7. Monthly retirement benefit per year of service, 4.+ 6. $33
8. Years of service 30
9. Monthly retirement benefit, item 7. x item 8. $990

Average Final Compensation
Means the average of your annual compensation for the highest consecutive five (5) calendar years of the ten (10) calendar years immediately preceding the benefit determination date. In determining Average Final Compensation, compensation includes all earnings as reported on Form W-2, plus contributions to the tax-sheltered annuity program sponsored by the Hospital.

Credited Service
Credited service prior to October 1, 1997 under the Mount Sinai Plan means your years of service with the Hospital.

The following employees are excluded from earned credited service:

- Employees covered by a collective agreement;
- Prior to April 1, 1994, any employee who was an intern, resident or fellow in the Mount Sinai medical education program who had not commenced participation in the Plan prior to October 1, 1979; and
• Prior to April 1, 1994, any employee who was an intern, resident or fellow in the Mount Sinai medical education program who had the opportunity to participate in the Plan prior to October 1, 1979, but who elected not to be a Participant.

For calendar years beginning with 1995, a year of credited service is earned for each calendar year in which you complete at least 1,000 hours of service while a Participant in the Plan. For the period April 1, 1994 to December 31, 1994, three-fourths (3/4) of a year of credited service is earned if you worked at least 1,500 hours. A lesser percentage of a year of credited service is earned if you worked at least 750 hours but less than 1,500 hours.

For periods after September 30, 1976 and prior to April 1, 1994, a year of service is earned for each plan year in which you complete at least 2,000 hours of service while a Participant in the Plan. Fractional service is credited if you complete at least 1,000 hours of service. If you were employed on or after April 1, 1994, fractional service is credited for the period October 1, 1993 to March 31, 1994 if you completed at least 500 hours during that period.

For periods prior to October 1, 1976, credited service was based upon completed months of employment.

Credited service is used to calculate your pension benefit. Credited service is measured from your date of participation.

**Hour of Service**

As defined on page 25, Hour of Service on or after April 1, 1994 means an hour for which you are directly or indirectly paid for employment at the Hospital.

This includes paid absences of 500 or fewer hours, such as vacations and holidays (*i.e.*, ETO), illness, leave of absence, jury duty, and layoff.

If a person is employed an intern, resident, or fellow in the Mount Sinai medical education program and he subsequently becomes an employee who is eligible to participate in the Mount Sinai Plan, prior to April 1, 1994, he shall receive credit for his hours of service under the Mount Sinai Plan from his date of employment.

Participants in the Mount Sinai Plan hired prior to April 1, 1994 and entitled to benefits under the long term disability policy maintained by the Employer shall continue to earn Hours of Service during periods of disability which commence prior to October 1, 1997. No Hours of Service shall be credited during periods of disability which commence on or after October 1, 1997.

**Service Year**

Before April 1, 1994, a service year was each 12-month period beginning each October 1 and ending September 30. Effective April 1, 1994, a service year is the 12-month period beginning every January 1 and ending December 31.
For purposes of determining vesting service, you will receive two years of vesting service if you complete 1,000 hours of service in the 12-month period beginning on October 1, 1993 and in the 12-month period beginning on January 1, 1994.

**Social Security Covered Compensation**

Social Security Covered Compensation means the amount of compensation with respect to which old-age and survivors insurance benefits would be provided for a participant under the Social Security Act in effect at the time of retirement or termination, computed as though for each year until he reaches age 65 his annual compensation is at least equal to the Social Security Taxable Wage Base, utilizing the unrounded table published by the Internal Revenue Service rounded to the nearest $600 applicable to such participant. Notwithstanding the foregoing, if a participant is eligible to receive Early or Normal Retirement benefits at the time of his termination of employment, his Social Security Covered Compensation, if less, shall be the average of the Taxable Wage Bases over the calendar years of his employment with the Employer; provided that the number of years averaged will be limited to the number of years Social Security would use in calculating the Primary Insurance Amount, and that if such limitation applies lower years shall be dropped.

**Social Security Taxable Wage Base**

Social Security Taxable Wage Base means with respect to any calendar year, the contribution and benefit base in effect under Section 230 of the Social Security Act in effect at the beginning of the calendar year. The Social Security Taxable Wage Base shall be subject to annual cost-of-living adjustments. For calendar year 2009, the Social Security Taxable Wage Base was $106,800.
APPENDIX D

PARTICIPATING EMPLOYERS

The following related entities are participating employers:

Mount Sinai Rehabilitation Hospital, Inc.

Saint Francis Medical Group, Inc.

Saint Francis Health Care Partners, Inc.
We appreciate your service and your commitment.

†SAINT FRANCIS
Hospital and Medical Center
114 Woodland Street
Hartford, Connecticut 06105-1299
(860) 714-4000

Prepared September 2013
5619107_1