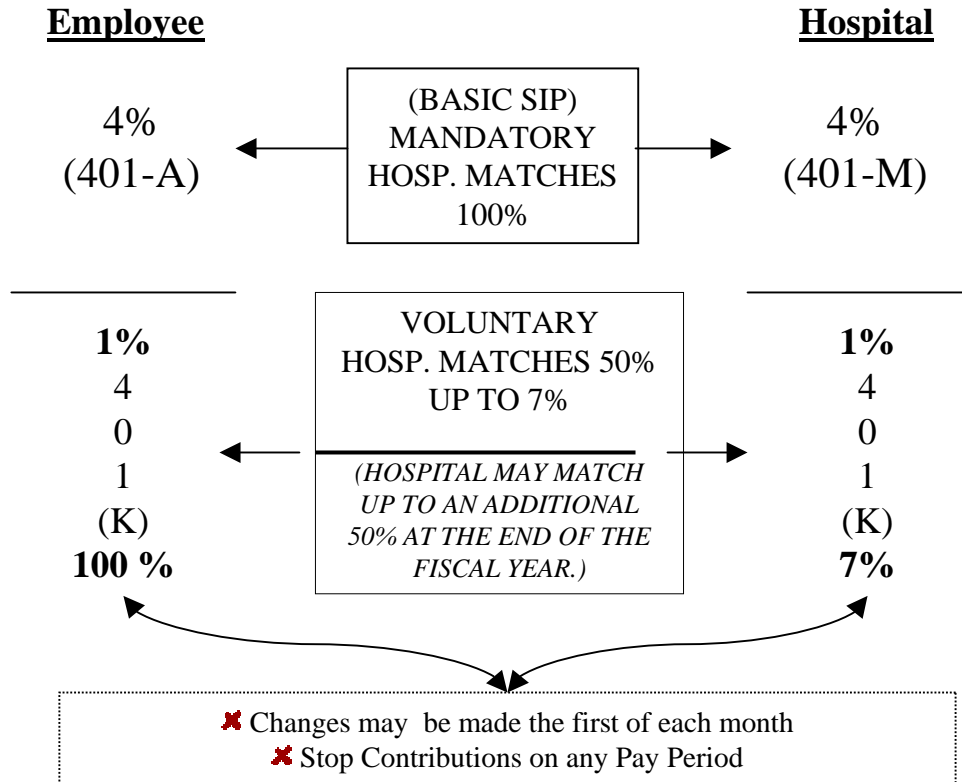


401 (K) SAVINGS AND INVESTMENT PLAN

In 1984, the hospital and employees withdrew from Social Security. At that time a retirement plan was established for all employees to participate in. This plan is called The Savings and Investment Plan (SIP). Upon being hired at Jackson County Memorial Hospital, there is a 4% mandatory deduction at 100%. Every quarter, you have the option to voluntarily contribute 1-7% more into the plan and the hospital will match this at 50% on a vesting schedule. You will be given investment options for your savings and investment plan.

Below is a summary of the retirement plan at Jackson County Memorial Hospital.



- ✦ There are many different investment options with the 401(K) Company.
- ✦ Changes may be made on investment options at any time.

| <u>VESTING SCHEDULE</u> |
|---------------------------------|
| 4% Mandatory = 100% Vested |
| 2 Yrs. Employment = 20% Vested |
| 3 Yrs. Employment = 40% Vested |
| 4 Yrs. Employment = 60% Vested |
| 5 Yrs. Employment = 80% Vested |
| 6 Yrs. Employment = 100% Vested |

The 401 (K) Company is the administrator for *The Savings and Investment Plan* at JCMH. If you need to contact the 401K Company

- ▶ you may call **1-800-777-4015** or
- ▶ visit the website (www.401kaccess.com)