

Plan Highlights for the Virginia Hospital Center 401(k) Salary Reduction Plan and Trust and the Virginia Hospital Center Core Pension Plan

Enrolling in the Plan

- You will be able to enroll in the Virginia Hospital Center 401(k) Salary Reduction Plan and Trust online at the Wells Fargo Retirement Plan Web Site or by phone with the Retirement Service Center. Log on to www.wellsfargo.com/401k or call the Retirement Service Center toll-free at **1-800-377-9188**. To enroll online you'll need your Social Security number (SSN) and your date of birth in mm/dd/yyyy format. To enroll by phone you'll need your SSN and your personal identification number, which are initially the last four digits of your SSN. If you need to speak with a Retirement Service Center representative, please call Monday through Friday between the hours of 7 a.m. and 11 p.m. Eastern Time.
- Newly hired employees will be automatically enrolled in the plan at 1% of salary. You have 45 days to opt-out of the plan or to make a higher election. You can increase/decrease your deferral percentage at any time.
- There may be a slight delay to enroll in the plan due to the timing of when the contribution files are sent to Wells Fargo.

Employee Contributions

- Eligibility and Entry Requirements: Except for OT/Temp employees, all employees are eligible to participate in the Virginia Hospital Center 401(k) Salary Reduction Plan and Trust, and may enter the plan immediately.
- Your 401(k) pre-tax contributions are made via payroll deduction.
- You can increase, decrease or discontinue your contributions at any time. Changes will be implemented as soon as administratively feasible.
- 2012 Contribution Limits:
 - You may contribute 1% to 50% of compensation, up to \$17,000 in 2012.
 - Catch-up limit: If you are age 50 or older, you may contribute up to an additional \$5,500 in 2012.
- You may rollover or transfer existing retirement assets from a previous employer or assets with your current employer to the new program.
- Vesting refers to your "ownership" of a benefit from the plan. You are always 100% vested in your employee contributions and your rollover contributions, plus any earnings they generate.
- You will be able to **change** your contributions at any time by visiting the Wells Fargo Retirement Plan Website at www.wellsfargo.com/401k or by calling the Retirement Service Center at **1-800-377-9188**.
- Please be advised that if you have made a contribution to another plan during the year, those contributions along with the contributions you make to this plan cannot exceed the annual contributions limits referenced above. It is your responsibility to monitor your contributions each year to ensure the limit is not exceeded.

Employer Contributions

- Virginia Hospital Center will make 401(k) matching contributions equal to 60% of your pre-tax contributions up to 8% of eligible compensation. For new hires after 1/1/2012, you must have completed 2 years of service, be an active employee on December 31, and work 1,000 hours in the plan year to be eligible for the match. The match will be contributed following the end of each calendar year.
- Virginia Hospital Center will also make contributions to the Virginia Hospital Center Core Pension Plan following the end of each calendar year equal to the percentage of your eligible pay as follows: For new hires after 1/1/2012, you must have completed 2 years of service, be an active employee on December 31, and work 1,000 hours in the plan year to be eligible for the Core contributions.

<u>Years of Service</u>	<u>Percentage</u>
Less than 5 years	0.25% of eligible pay
5 - 9 years	1.00% of eligible pay
10 - 14 years	2.00% of eligible pay
15 - 19 years	3.00% of eligible pay
20 or more years	3.50% of eligible pay

- For new hires after 1/1/2012, Virginia Hospital Center's 401(k) matching contributions, plus any earnings they generate, are 100% vested when you have completed **2 years** of service of 1,000 hours or more per year.
- For new hires after 1/1/2012, Contributions to the Core Pension Plan, plus any earnings they generate, are 100% vested when you have completed **2 years** of service of 1,000 hours or more per year.

Obtaining Information on Your Plan Account

- You will receive a personalized account statement quarterly. The statement shows your account balance as well as any contributions and earnings credited to your account during the reporting period.
- You will also have 24-hour account access at the Wells Fargo Retirement Plan Website and the Retirement Service Center, which are designed to give you current information about your Plan account. You will be able to get up-to-date information about your account balance, contributions, investment choices, fund prospectuses, access to a copy of the Summary Plan Description, and other Plan data.

Investment Options

- You can direct your future investments to a variety of mutual funds.
- If you do not make investment choices, your contributions will be invested in one of the following Target Maturity Funds: Vanguard Target Retirement Income, Vanguard Target 2015, Vanguard Target 2025, Vanguard Target 2035, Vanguard Target 2045, or Vanguard Target 2055. This fund selection has been selected by your employer as the default investment option, and will be based on your current age and a retirement age of 65.

Retirement Investment Advice

- Your plan offers the Wells Fargo Retirement Investment Advice program to help with your investment decisions. The online program assesses your overall strategy and presents you with recommendations on how you can potentially improve your investment mix. Taking your age and time frame until retirement into consideration, among other factors, the program compares your current investment choices with a proposed mix based on your personal situation. In addition, the program can help you determine how much you need to save for retirement. To obtain a personalized investment strategy, sign on to your account on the Wells Fargo Retirement Plan Website. Select *Planning and Guidance* in the top navigation bar, choose *Advisory Services*, then *Participant Advice*.

Administration

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

Loans

- Although the Virginia Hospital Center 401(k) Retirement Program is intended to help you put aside money for the future, you can borrow from your vested account balance. Keep in mind that any outstanding loan balances will reduce account values.
- The minimum amount you can borrow is \$500 and the maximum is \$50,000.
- General loans must be repaid within 60 months, and loans to finance the purchase of a principal residence must be paid within 120 months.
- Interest rates will be based on current commercial rates for similar loans.
- Repayments must be made through payroll deduction.
- Any Plan participant, other than participants designated as PRN employees, may apply for a loan from the Plan.

Withdrawals

- You can withdraw money from your account when one of the following events occur:
 - Retirement at the Plan's normal retirement age 65
 - Death
 - Total and Permanent Disability
 - Termination of employment
 - Termination of plan
 - In-service withdrawal of your rollover contribution
- You may be eligible to receive a hardship withdrawal from the Virginia Hospital Center 401(k) Salary Reduction Plan.
- See your Summary Plan Description for more details about taking withdrawals from the plan.
- Taxes will be due upon distribution and, if taken before age 59½, may be subject to an additional 10% federal tax penalty. Consult with your tax advisor before withdrawing any money from your account.
- For details or to withdraw money from your account please contact Wells Fargo at 1-800-377-9188.

Service

- You may access your account by phone at **1-800-377-9188** or online at www.wellsfargo.com/401k. For your protection, your Social Security number and PIN are required to access your account. Your PIN can be changed at any time to a password that you will easily remember to access your account whenever it is most convenient for you.

These highlights are a brief overview of the Virginia Hospital Center 401(k) Salary Reduction Plan and Trust features and not a legally binding document. Please read it carefully and contact your Human Resource Representative if you have questions.

Si a usted le gustaria recibir una copia en español, por favor pongase en contacto con el Departamento de Recursos Humanos o Personal.