

**SUMMARY OF MATERIAL MODIFICATION
FOR THE
ST. FRANCIS HEALTH SERVICES OF MORRIS
EMPLOYEES' RETIREMENT PLAN**

JULY 2018

This Summary of Material Modification (“SMM”) to your Summary Plan Description (“SPD”) describes certain changes that have been made to the St. Francis Health Services of Morris Employees’ Retirement Plan (“Plan”). You should keep this SMM with your SPD for future reference. Please read this SMM carefully and contact the Plan Administrator with any questions.

Employer

St. Francis Health Services of Morris, Inc.
801 Nevada Avenue, Suite 100
Morris, MN 56267

Phone: (320) 589-2004
Employer Identification Number: 41-1484416
Plan Number: 003

Effective July 1, 2018:

What service is counted for purposes of Plan eligibility?

Service with the Employer. In determining whether you satisfy the minimum service requirements to participate under the Plan, all service you perform for the Employer will generally be counted. However, there are some exceptions to this general rule.

Break in Service rules. If you terminate employment and are rehired, you may lose credit for prior service under the Plan's Break in Service rules.

For eligibility purposes, you will have a 1-Year Break in Service if you complete less than 501 Hours of Service during the computation period used to determine whether you have a Year of Service. However, if you are absent from work for certain leaves of absence such as a maternity or paternity leave, you may be credited with enough Hours of Service to prevent a Break in Service.

Five-year eligibility Break in Service rule. The five-year Break in Service rule applies only to employees who had no vested interest in the Plan when employment had terminated. If you were not vested in any amounts when you terminated employment and you have five 1-Year Breaks in Service (as defined above), all the service you earned before the 5-year period no longer counts for eligibility purposes. Thus, if you were to return to employment after incurring five 1-Year Breaks in Service, you would have to resatisfy any minimum service requirements under the Plan.

Service with another Employer. For eligibility purposes, your Years of Service with Prairie View of Hector Senior Housing will be counted.

However, with respect to the recognition of prior service with another Employer, the following applies: service with Prairie View of Hector Senior Housing will be credited only for employees of Prairie View of Hector Senior Housing who became employees of Renville Health Services on July 1, 2018.

Military service. If you are a veteran and are reemployed under the Uniformed Services Employment and Reemployment Rights Act of 1994, your qualified military service may be considered service with the Employer. If you may be affected by this law, ask the Administrator for further details.

What service is counted for vesting purposes?

Service with the Employer. In calculating your vested percentage, all service you perform for the Employer will generally be counted. However, there are some exceptions to this general rule.

Break in Service rules. If you terminate employment and are rehired, you may lose credit for prior service under the Plan's Break in Service rules.

For vesting purposes, you will have a 1-Year Break in Service if you complete less than 501 Hours of Service during the computation period used to determine whether you have a Year of Service. However, if you are absent from work for certain leaves of absence such as a maternity or paternity leave, you may be credited with enough Hours of Service to prevent a Break in Service.

Five-year Break in Service rule. The five-year Break in Service rule applies only to employees who had no vested interest in the Plan when employment had terminated. If you were not vested in any amounts when you terminated employment and you have five 1-Year Breaks in Service (as defined above), all the service you earned before the 5-year period no longer counts for vesting purposes. Thus, if you return to employment after incurring five 1-Year Breaks in Service, you will be treated as a new employee (with no service) for purposes of determining your vested percentage under the Plan.

Service with another Employer. For vesting purposes, your Years of Service with Prairie View of Hector Senior Housing will be counted.

However, with respect to the recognition of prior service with another Employer, the following applies: service with Prairie View of Hector Senior Housing will be credited only for employees of Prairie View of Hector Senior Housing who became employees of Renville Health Services on July 1, 2018.

Military service. If you are a veteran and are reemployed under the Uniformed Services Employment and Reemployment Rights Act of 1994, your qualified military service may be considered service with the Employer. If you may be affected by this law, ask the Administrator for further details.

For the most current plan expense information see your Plan Administrator, or if applicable, your Participant Fee Disclosure. Additional information concerning the St. Francis Health Services of Morris Employees' Retirement Plan may be obtained by contacting the Plan Administrator.