

YOUR DETROIT MEDICAL CENTER (DMC) 403(B) MATCHING PLAN FEATURES AND HIGHLIGHTS

GETTING STARTED

What is a 403(b) plan?

A 403(b) plan is a retirement savings plan designed to allow eligible employees to save and invest before-tax dollars for retirement through voluntary salary deferral. A 403(b) plan is specifically designed for employees of public schools and not-for-profit organizations, including most universities and hospitals.

Contributions and any earnings are tax-deferred until money is withdrawn, usually at retirement, when the participant may be receiving less income and may be in a lower tax bracket than before retirement.

If there are any discrepancies between this document and the plan document or the summary plan description, the plan document and/or the summary plan description will govern.

Why should I participate in the Plan?

You may want to participate if you are interested in saving and investing money for retirement and/or reducing the amount of current state and federal taxes you pay each year. Plus, your participation makes you eligible to receive employer matching contributions. The DMC 403(b) Matching Plan can be an excellent tool to help make your future more secure.

Is there any reason why I should not participate in the plan?

Participating may not be advantageous if you are experiencing financial difficulties, have excessive debt, do not have an adequate emergency fund (typically in an easy-to-access account), or if you expect to be in a higher tax bracket during your retirement.

Who is eligible to participate?

An employee of Detroit Medical Center is immediately eligible to participate in the DMC 403(b) Matching Plan and receive employer contributions unless you are a member of a non-eligible class of employees.

Non-eligible employees are those who are leased employees, interns, residents, student nurses or other student personnel and employees who are covered by an employment agreement that does not provide for participation in this Plan.

Employees covered by the terms of a collective bargaining agreement may not be eligible for participation unless the collective bargaining agreement provides that such employees are to be included in the Plan.

Even if you are not eligible to receive employer contributions, you may still be able to make tax-deferred contributions to the Plan. Ask your Great-West Retirement Services® representative for more information.

When do I become eligible?

You are immediately eligible to contribute as of your date of hire, unless you are not a member of an eligible class of employees (see above).

How do I enroll?

Employees eligible to participate in the Plan will receive a letter with a Personal Identification Number (PIN).¹ Once this letter is received, visit our Web site at www.dmc403b.org and follow the instructions to enroll.²

You may also complete a hard-copy enrollment form indicating the amount you wish to contribute, your investment option selection(s) and your beneficiary designation(s). Please return the form to your Great-West Retirement Services representative.

Who contributes to the Plan?

Both you and your employer, for eligible classes of employees, contribute to the Plan.

How much can I contribute?

In 2010, you may contribute on a before-tax basis up to 80% of your compensation or \$16,500, whichever is less.

Participants turning age 50 or older in 2010 may contribute an additional \$5,500.

How much does my employer contribute?

Currently, your employer will contribute to your Plan account as an Employer Non-elective contribution in an amount equal to .75% of your compensation, not to exceed \$1,837.50. No employee contributions are required to receive Employer Non-elective contribution. Compensation means your W-2 compensation paid by your employer for the calendar Plan year.

Also, your employer will contribute an amount to your Plan account as an Employer Matching Contribution based upon the following:

- > For full and part-time employees with less than 10 years of service, for every dollar contributed by you to the plan, your employer will contribute three dollars up to the first 3% of your compensation or \$7,350, whichever is less
- > For employees with 10 years of service or more, for every dollar contributed by you to the plan, your employer will contribute four dollars up to the first 4% of your compensation or \$9,800, whichever is less.
- > For contingent employees, for every dollar contributed by you

to the plan, your employer will contribute 25 cents up to the first 0.5% of your compensation or \$1,225, whichever is less.

When am I vested in the Plan?

Vesting refers to the percentage of your account that you are entitled to receive upon distribution. You are always fully and immediately vested in your employer contributions. You become vested in your employer contributions according to the following vesting schedule:

| <u>Years of Service</u> | <u>Vested Percentage</u> |
|-------------------------|--------------------------|
| 1 | 0 % |
| 2 | 0 % |
| 3 | 100 % |

You will be fully vested in your employer contributions account upon reaching your normal retirement age, or if you die or become disabled.

What are my investment options?

A wide array of investment options are available through your DMC 403(b) Matching Plan. Investment option information is available through the Web site at www.dmc403b.org or by calling KeyTalk® at (800) 701-8255. The Web site and KeyTalk are available to you 24 hours a day, seven days a week.²

MANAGING YOUR ACCOUNT

How do I keep track of my account?

Great-West Retirement Services will mail you quarterly account statements showing your account balance and activity. You can also check your account balance and move money between investment options on the Web site at www.dmc403b.org or by calling KeyTalk at (800) 701-8255.²

How do I make investment option changes?

Use your PIN and Social Security number to access either the Web site or KeyTalk. If accessing the Web site for the first time, you will be prompted to create a Username to be used for subsequent visits. You can move all or a portion of your existing balances among investment options and change how your payroll contributions are invested.²

How do I make deferral changes?

You may make deferral changes by calling KeyTalk at (800) 701-8255, by accessing the Web site at www.dmc403b.org, or by filling out a Salary Reduction Agreement available from your Great-West Retirement Services representative.²

How do I get more information?

Log on to www.dmc403b.org to obtain information regarding your Plan, financial education, financial calculators and other tools to help you manage your account. You may also call KeyTalk at (800) 701-8255 for more information.

What if I want to speak to a local representative?

Call the local office at (313) 993-8951. Calls received overnight will be returned within 24 hours.

ROLLOVERS

May I roll over my account from my former employer's plan?

Yes. However, only approved balances from an eligible 401(a), 401(k), 403(b) or governmental 457(b) plan or an Individual Retirement Account (IRA) may be rolled over to the Plan. Please contact your Great-West Retirement Services representative for more information.

May I roll over my account if I leave employment with my current employer?

If you sever employment with your current employer, you may roll over your account balance to another eligible 401(a), 401(k), 403(b) or governmental 457(b) plan if your new employer's plan accepts such rollovers. You may also roll over your account balance to an IRA. Please contact your Great-West Retirement Services representative for more information.

INVESTMENT ASSISTANCE

Can I get help with my investment decisions?

Employees of Great-West Retirement Services and the Detroit Medical Center cannot give investment advice. There are financial calculators and tools on www.dmc403b.org that can help you determine which investment options might be best for you.

FEES

Are there any recordkeeping or administrative fees to participate in the Plan?

Yes. There are two parts to your administrative fees. First, there is an annual asset-based fee of 0.10%. One quarter of this fee (0.025% of your account balance) will be deducted each quarter. There is an annual \$10.00 fee that will be deducted from your account as a \$2.50 quarterly charge.

In addition to the fees already listed, there will be an annual fee of 0.35% on all Vanguard funds to cover the cost of recordkeeping. One quarter of this fee (0.0875% of your investment in each of the Vanguard funds) will be deducted from your account each quarter. This fee is in addition to the investment options' stated expense ratio and will be assessed on a quarterly basis to participants who are invested in Vanguard funds.

Are there any fees for the investment options?

Each investment option has an investment management fee that varies by investment option. These fees are deducted by each investment option's management company before the daily price or performance is calculated. Fees pay for trading and other management expenses.

Funds may impose redemption fees on certain transfers, redemptions or exchanges.

DISTRIBUTIONS

When can I receive a distribution from my account?

Qualifying distribution events are as follows:

- > Severance of employment (as defined by Internal Revenue Code provisions)
- > Attainment of age 59½
- > Retirement
- > Death (your beneficiary will receive your benefits)

Each distribution is subject to ordinary income tax. A 10% federal tax penalty may apply to withdrawals made prior to age 59½.

When must I begin receiving distributions from my account?

- > Attainment of age 70 1/2 (Internal Revenue Code Minimum Required Distribution rules)

What are my distribution options?

- 1) Receive:
 - >Periodic payments
 - >A lump sum
- 2) Roll over your account balance to an eligible 401(a), 401(k), 403(b), governmental 457(b) or IRA.

May I take a loan from my account?

Your Plan allows you to borrow the lesser of \$50,000 or 50% of your total account balance. The minimum loan amount is \$1,000 and you have up to five years to repay your loan—up to 15 years if the money is used to purchase your primary residence.

There is a \$50.00 origination fee for each loan, plus an ongoing annual maintenance fee of \$25.00 deducted from your account as \$6.25 quarterly.

What happens to my account when I die?

Your designated beneficiary(ies) will receive the remaining value of your account, if any. Your beneficiary(ies) must contact a Great-West Retirement Services representative to request a distribution.

TAXES

How does my participation in the Plan affect my taxes?

Because your contributions are taken out of your paycheck before taxes are calculated, you pay less in current income tax. You do not report any

current earnings or losses on your account on your current income tax return, either. Your account is tax-deferred until you withdraw money, usually at retirement.

Distributions from the Plan are taxable as ordinary income during the years in which they are distributed or made available to you or your beneficiary(ies).

1 The account owner is responsible for keeping the assigned PIN confidential. Please contact Great-West Retirement Services® immediately if you suspect any unauthorized use.

2 Access to KeyTalk and the Web site may be limited or unavailable during periods of peak demand, market volatility, systems upgrades/maintenance or other reasons. Transfer requests made via the Web site or KeyTalk received on business days prior to close of the New York Stock Exchange (3:00 p.m. Central Standard Time (CST) or earlier on some holidays or other special circumstances) will be initiated at the close of business the same day the request was received. The actual effective date of your transaction may vary depending on the investment option selected.

Securities, when offered, are offered through GWFS Equities, Inc., a wholly owned subsidiary of Great-West Life & Annuity Insurance Company.

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