



Summary of Material Modifications to the Retirement Plan for Employees of Central Maine Healthcare Corporation

Date: June 2010
To: Participants of the Retirement Plan for Employees of Central Maine Healthcare Corporation (the "Retirement Plan")
From: Retirement Plan Administrator

Dear Plan Participant:

The purpose of this notice is to explain recent changes to the Retirement Plan. This notice is a supplement to the January 1, 2002 brochure provided to you entitled "Your Choice – Personalized Benefits" and should be kept so that you have a complete description of the Retirement Plan. (Note that the headers in this summary of changes correspond to headers in the brochure.)

Retirement Dates

Deferred Retirement After Normal Retirement Age

Prior to 2009, participants of the Plan could not receive benefit payments from the Plan while actively working for the Corporation. Beginning in 2009, if you have:

- completed at least 10 years of Continuous Service; and
- attained age 65;

you may elect to begin receiving retirement benefits while actively employed. In addition, if you retire and are reemployed after 2009 and have met the conditions described above, you will continue to receive the monthly benefits you were receiving prior to reemployment. At later retirement, the benefit you are entitled to receive will be recalculated taking into consideration your additional Continuous Service and earnings as well as the payments you have received.

Applying for Pension Benefits

Generally, you must request benefit commencement and receive your election package prior to the date payments can commence under the Plan. You are requested to apply for benefits about 60 days before you want payments to begin to allow time for processing. In limited circumstances, benefit payments may be made for periods before you receive your election package. The circumstances are limited to:

- An administrative delay in the preparation of your retirement package at no fault of your own but limited to delays of not more than 6 months; and
- The period after you reach age 65 while you are not employed by the Corporation but limited to periods of not more than 24 months.

If the delay in payment exceeds the periods noted above, no retroactive payments will be made. If payments are made retroactive and you are married, your spouse must consent to the election if the survivor benefit as of a current commencement date is larger than the survivor benefit as of the retroactive date. Any retroactive payments will include interest for the period of the delay.

Forms of Payment

Choosing Your Payment Option

To help you choose the retirement date and form of payment that best suits your needs, your retirement election package will include information on the relative value of each optional form of payment as well as the consequences of deferring payments to a later date. The relative value of payment forms compares the value of each option based on certain actuarial interest and mortality assumptions to determine what

forms of payment may be more valuable than others based on these interest and mortality assumptions. Of course the actual value of any option depends on how long you and your beneficiary, if applicable, live and the actual interest rates in effect. The information on consequences of deferring will include information on the amount of benefit that is payable at later commencement dates as well as information on death benefits payable in the event you defer payment and then die before payments begin.

Termination of Employment

Receiving Deferred Vested Payments

As noted above under Applying for Pension Benefits, in limited circumstances benefits may be payable for periods prior to the date you receive your retirement election package.

Termination of Employment

AUTOMATIC LUMP SUM DISTRIBUTION

If the present value of your deferred vested benefit is \$1,000 or less (excluding the value of your contributions), you will automatically receive a lump sum payment of the total value of your benefit. If the present value is more than \$1,000 and not more than \$5,000, you may elect to receive the payment as a lump sum or defer payments to Normal Retirement Date.

Plan Administration Information

Consulting Actuaries

Mercer (US) Inc.
99 High Street
Boston, MA 02110

Benefit Restrictions (New Header for the Brochure to be inserted after Amendment and Termination of the Plan)

Certain restrictions apply during the period that the Plan's funded percentage falls into certain ranges, as described below. The funded percentage is the ratio of the Plan's assets, divided by its liabilities. In general:

- If the Plan's funded percentage declines to less than 80% but at least 60%:
 - Plan amendments improving benefits would be prohibited; and
 - Lump sum payments would be limited to a maximum amount and the remainder that would otherwise be payable under the Plan's terms would have to be payable as an annuity (currently, only refunds of employee contributions and retroactive payments described above are payable as lump sums subject to restriction).
- If the Plan's funded percentage falls below 60%:
 - Plan benefit accruals would freeze (and could not be amended to increase); and
 - No lump sum distributions could be paid.

You will be notified if any of these restrictions apply.

Your Rights Under ERISA

The Pension and Welfare Benefit Administration has been renamed the Employee Benefits Security Administration.

Receive Information About Your Plan Benefits

The annual financial report referred to in this Section has been revised. You will instead receive the Annual Funding Notice each year that describes the plan's funded status.