New Employee Retirement Plan Notice(s)

Dear Participant,

RE: MRCI 403(b) Plan Disclosure(s) – New Employee Documents

You are receiving this memo and enclosure(s) due to being a new employee with Mankato Rehabilitation Center, Inc.. This information is being provided to you to comply with IRS and DOL Regulations. You should review the enclosure(s) carefully as they provide valuable information regarding your retirement plan.

403(b) Universal Eligibility Notice - Outlines the opportunity for eligible participants to participate in the retirement plan.

404(a)(5) Notice - Explains any fees and expenses that may be charged to your account for general administrative expenses (i.e., recordkeeping, legal, accounting, and advisory services). This notice also explains any individual fees that may be charged to your account (i.e., loan fees, distribution fees, wire fees, etc.).

Qualified Default Investment Arrangement (QDIA) Notice – Notifies you of your right to direct the investments of your account under the Plan in any of the investment choices explained in the investment information material provided. **However**, if you don't make an investment election, all monies will be deposited into a default investment.

Summary Plan Description – A plain language description of important features of your plan, for example, when you are eligible to participate, how service and benefits are calculated, when your benefits become vested, and how to file a claim for benefits.

If you have any further questions, please contact Renae Schenk at (507) 386-5718.

Thank You.

MRCI 403(b) Universal Availability Notice – January 2019

Eligible employees are offered the opportunity to defer into our qualified 403(b) retirement plan. Per our Plan Document, the following are eligible to contribute:

__X___All Employees are eligible except those who normally work fewer than 20 hours per week.

Our 403(b) Plan is a tax-deferred retirement program that allows you to reduce your compensation on a pre-tax basis via a payroll-deduction.

IRS employee deferrals in 2019 cannot exceed $19,000 or 100% of your pay, whichever is less. If you are age 50 or older by the end of next year, your deferral limit increases to $25,000 or 100% of your pay, whichever is less.

Pre-tax amounts deferred into our 403(b), including any future investment earnings, are generally not taxed until you make a withdrawal following your termination of employment.

If you are already deferring into our 403(b) you need do nothing further, unless you wish to change the amount of your deferral. If you are not currently deferring and now wish to do so, you will need to complete the necessary paperwork, such as a salary reduction agreement (enrollment form) and beneficiary form. If you desire such forms, contact the person listed below.

Thank you for your attention.

Renae Schenk
Human Resources Generalist
rschenk@mymrci.org

507-386-5718

AMERICAN FUNDS®
From Capital Group

MRCI 403(B) Plan

Participant Fee Disclosure

August, 2018

Plan-Related Information

Your employer offers the MRCI 403(B) Plan to help you prepare for retirement.

This document is designed to help you understand certain plan provisions, investment information and the costs associated with your plan. If you come across a term that isn't familiar to you, please take a moment to review the glossary available at **myretirement.americanfunds.com**.

General Plan Information

Your Investment Options

You can choose a target date fund using one of the American Funds Target Date Funds, or you can build your own portfolio by choosing from among the other investment options in the plan.

Investment Instructions
To begin participating in your employer's retirement plan, you must first meet the plan's eligibility requirements and enroll. Once enrolled, you can provide investment instructions (i.e., make investment exchanges or change future contribution elections) in any of the following ways:

- **By Phone:** Call **(800) 204-3731.**
- **On the internet:** Go to **myretirement.americanfunds.com.**

Please note: Trading activity is monitored to ensure that trading guidelines, which are described in the prospectuses, are observed.

If you exchange or reallocate $5,000 or more from one of the American Funds (except a money market investment or a target date investment), you must wait 30 days before you can exchange back into that same investment. Non-American Funds may have their own trading restrictions. Please see the prospectuses for details.

Voting and Other Rights
The trustee or another plan fiduciary may vote or exercise any other rights associated with ownership of the investments held in your account.

Designated Investment Alternatives
The "Investment-Related Information" table(s) identify and provide information about the plan's investment options.

Administrative Expenses

Plan-Level Expenses/Credits
The day-to-day operation of a retirement plan involves expenses for ongoing administrative services — such as plan recordkeeping, compliance and plan document services, investment services and trustee/custodial services — that are necessary for administering the plan as a whole. A retirement plan also offers a host of other services, such as a telephone voice response system, access to customer service representatives, retirement planning tools, electronic access to plan information, account statements and online transactions.

A portion of these services are paid from the plan's investments. This is reflected in each investment's expense ratio and reduces the investment returns. If an additional amount is required to cover your plan's administrative expenses, your employer expects that it will be paid from the plan's forfeiture assets or from the general assets of your employer.

The plan may also incur unexpected expenses that may be deducted from participant accounts.

If your plan's investments generate more revenue than is necessary to cover the costs of administrative services for your plan, the excess amount will be used to pay other plan expenses or allocated to participants and will appear on your quarterly statement.

Individual Expenses
In addition to overall plan administrative expenses, there are individual service fees associated with optional features offered under your plan. Individual service fees will be charged separately if you choose to take advantage of a particular plan feature. These fees are described below.

Loan Fees
A loan initiation fee of $185.00 will be deducted from your loan amount. Therefore, if you'd like to receive $1,000, you'll need to request a loan for $1,185.00. You'll have the opportunity to repay this fee because it's included in the amortization schedule. This fee is charged for setting up the loan and providing the amortization schedule. An ongoing maintenance fee of $90.00 per year will be deducted from your account via quarterly payments for maintaining the loan on the recordkeeping system and for monitoring the loan payments received.

One-time Distribution/Transaction Fees
You will be charged a fee for a one-time distribution or certain other requested account transactions. The

Plan-Related Information

amount of the fee may vary based on the type of distribution or transaction, if applicable.

One-time distribution fee: $85.00 per request

Rollover investments from your retirement plan into an American Funds IRA, with Capital Bank and Trust as custodian, will automatically be invested in Class A shares at no sales charge regardless of the share class available in your retirement plan. Any future contributions to the IRA will be assessed the appropriate sales charge based on the applicable break points. See the specific fund's prospectus for additional information.

Have Questions?

Your Plan Contact
Renae Schenk
(507) 386-5718
rschenk@mymrci.org

The investment options in your plan

Investment-Related Information

One way to assess an investment's results is to compare its results with those of a comparable benchmark or index. The benchmarks and their returns are shown in the table. Check your investment's annual and semi-annual reports to shareholders for more information.

You should carefully consider fees and expenses when making investment decisions. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement account over time. For an example of the long-term effect of fees and expenses, visit the Employee Benefits Security Administration (EBSA) website at **www.dol.gov/ebsa/publications/401k_employee.html.** However, fees and expenses are only one of many factors to consider when you evaluate your plan investment options.

Generally, there are two types of fees and expenses associated with saving and investing through a retirement plan: (1) recordkeeping and administrative fees and (2) investment expenses. The expenses related to each investment in your plan are known as the expense ratios. Expense ratios tend to vary with the investment category; for example, a money market investment will generally have a lower expense ratio than a global equity investment, which has higher costs.

The gross expense ratio reflects the investment's total annual operating expenses. It does not include any fee waivers or expense reimbursements. The net expense ratio reflects any applicable fee waivers or expense reimbursements. This is the actual expense ratio that you paid. Expense ratios are as of each investment's prospectus available at the time of publication.

Investments are not FDIC-insured, nor are they deposits of or guaranteed by a bank or any other entity, so they may lose value.

Figures shown are past results and are not predictive of future results. Current and future results may be lower or higher than those shown here. Share prices and returns will vary, so you may lose money. Investing for short periods makes losses more likely.

Prospectuses, SAIs and annual reports, if applicable, are available free of charge by calling (800) 204-3731 or on the web at myretirement.americanfunds.com.

Portfolio turnover information is included in your investments' summary prospectuses.

For additional details, go to myretirement.americanfunds.com and select "Your Plan's Investments." When prompted, enter your plan number, 1355864-01. If you have an established log-in, you can also access investment information by logging in and selecting "Investment Lineup."

To understand the risks associated with the investments you're considering, read the numbered notes on the "Investment-Related Disclosure" page(s). There you'll also find share class and other important disclosure information.

The investment options in your plan

Investment-Related Information

Investment Options for Class R-2E as of 06/30/18

Investment Name Benchmark Investment Manager	Asset Class	Inception Date	Average Annual Total Returns (%)				Expense Ratios (%)		Gross Expenses per $1,000
			Lifetime	10 Years	5 Years	1 Year	Gross	Net	
Growth Investments									
American Funds EuroPacific Growth	**Growth**	04/16/84	10.28	4.04	7.53	8.48	1.28	1.28	$12.80
MSCI All Country World Index (ACWI) ex USA			8.76	2.54	5.99	7.28			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,2,3,4,5,6,7,8,9,10]									
American Funds Growth Fund of America	**Growth**	12/01/73	13.23	9.55	15.00	21.82	1.12	1.12	$11.20
Standard & Poor's 500 Composite Index			11.04	10.17	13.42	14.37			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,4,5,6,7,8,9,10]									
American Funds Growth Portfolio	**Growth**	05/18/12	13.61	N/A	11.81	15.82	1.20	1.20	$12.00
Standard & Poor's 500 Composite Index			15.28	10.17	13.42	14.37			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,5,6,7,8,9,10,11,12,13,14]									
American Funds New World Fund	**Growth**	06/17/99	7.56	3.13	5.90	9.58	1.44	1.44	$14.40
MSCI All Country World Index (ACWI)			4.79	5.80	9.41	10.73			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,5,6,7,8,9,10,11,15,16,17]									
BlackRock International R	**Growth**	10/30/98	5.33	2.55	5.47	5.80	1.65	1.40	$16.50
MSCI All Country World Index (ACWI) ex USA			N/A	2.54	5.99	7.28			
BlackRock. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,6,7,12,14,17,18,19,20,21,22,23,24]									
BlackRock Mid-Cap Growth Equity R	**Growth**	12/27/96	10.43	10.22	17.22	26.21	1.65	1.30	$16.50
Standard & Poor's 500 Composite Index			8.14	10.17	13.42	14.37			
BlackRock. Shareholder Type Fees - None.									
Investment footnote(s): [1,6,7,12,14,18,19,21,22,25,26,27]									
Janus Henderson Triton R	**Growth**	02/25/05	17.95	13.73	15.11	22.02	1.42	1.42	$14.20
Standard & Poor's 500 Composite Index			8.49	10.17	13.42	14.37			
Janus Henderson. Shareholder Type Fees - None.									
Investment footnote(s): [1,4,5,6,7,8,9,11,12,18,19,26,28]									
Lord Abbett Mid Cap Stock R2	**Growth**	06/28/83	7.32	7.50	8.39	1.67	1.30	1.30	$13.00
Standard & Poor's 500 Composite Index			11.07	10.17	13.42	14.37			
Lord Abbett. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,6,7,12,14,16,18,19,29,30,31,32]									
Victory Integrity Discovery R	**Growth**	12/26/96	8.70	12.10	13.15	15.15	2.58	2.10	$25.80
Standard & Poor's 500 Composite Index			8.14	10.17	13.42	14.37			
Victory. Shareholder Type Fees - None.									
Investment footnote(s): [1,4,5,6,7,11,12,14,19,30,32]									

The investment options in your plan

Investment-Related Information

Investment Options for Class R-2E as of 06/30/18

Investment Name Benchmark Investment Manager	Asset Class	Inception Date	Average Annual Total Returns (%)				Expense Ratios (%)		Gross Expenses per $1,000
			Lifetime	10 Years	5 Years	1 Year	Gross	Net	
Growth-and-Income Investments									
American Funds Fundamental Investors	**Growth-and-income**	08/01/78	11.98	8.60	12.80	13.87	1.09	1.09	$10.90
Standard & Poor's 500 Composite Index			11.68	10.17	13.42	14.37			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,4,5,6,7,8,9,10,12]									
Invesco Growth and Income R	**Growth-and-income**	08/01/46	9.08	8.63	10.12	7.44	1.07	1.07	$10.70
Standard & Poor's 500 Composite Index			N/A	10.17	13.42	14.37			
Invesco. Shareholder Type Fees - None.									
Investment footnote(s): [1,4,6,7,9,11,18,19,20,21,25,29,30,32,33]									
Templeton Foreign R	**Growth-and-income**	10/05/82	5.79	3.26	4.82	1.27	1.44	1.35	$14.40
MSCI All Country World Index (ACWI) ex USA			N/A	2.54	5.99	7.28			
Franklin Templeton Investments. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,6,7,9,11,14,16,18,19,20,21,23,24,32,34]									
Equity-Income Investments									
Invesco Equity and Income R	**Equity-income**	08/03/60	7.95	7.71	7.99	5.00	1.06	1.05	$10.60
Morningstar Moderate Target Risk Index			N/A	6.28	6.92	6.92			
Invesco. Shareholder Type Fees - None.									
Investment footnote(s): [1,4,6,7,9,11,17,18,19,20,21,25,27,29,32,33,35,36]									
Balanced Investments									
BlackRock 40/60 Target Allocation R	**Balanced**	12/21/06	5.24	5.73	6.28	4.33	1.17	0.95	$11.70
Morningstar Moderate Target Risk Index			5.75	6.28	6.92	6.92			
BlackRock. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,6,7,11,12,13,14,15,17,18,19,21,22,29,37,38,39]									
Bond Investments									
Columbia Emerging Markets Bond R	**Bond**	02/16/06	3.96	6.20	3.03	-2.61	1.42	1.42	$14.20
Bloomberg Barclays U.S. Aggregate Index			4.02	3.72	2.27	-0.40			
Columbia. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,6,7,9,10,15,16,19,21,23,34,40,41,42,43,44,45,46,47,48,49,50,51]									
Lord Abbett High Yield R2	**Bond**	12/31/98	6.99	7.83	5.59	1.95	1.29	1.29	$12.90
Bloomberg Barclays U.S. Aggregate Index			4.58	3.72	2.27	-0.40			
Lord Abbett. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,6,7,12,14,15,16,17,19,21,25,30,31,34,41,51,52,53,54,55,56,57]									
Lord Abbett Income R2	**Bond**	01/04/82	5.85	5.81	3.53	-0.16	1.18	1.18	$11.80
Bloomberg Barclays U.S. Aggregate Index			7.70	3.72	2.27	-0.40			
Lord Abbett. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,6,7,14,15,16,17,19,21,25,31,41,51,52,54,56,57,58]									

The investment options in your plan

Investment-Related Information

Investment Options for Class R-2E as of 06/30/18

Investment Name Benchmark Investment Manager	Asset Class	Inception Date	Average Annual Total Returns (%)				Expense Ratios (%)		Gross Expenses per $1,000
			Lifetime	10 Years	5 Years	1 Year	Gross	Net	
Bond Investments									
Putnam Income M	**Bond**	11/01/54	5.24	5.12	2.66	2.39	1.13	1.13	$11.30
Bloomberg Barclays U.S. Aggregate Index			N/A	3.72	2.27	-0.40			
Putnam. Shareholder Type Fees - None.									
Investment footnote(s): [1,6,7,10,15,16,17,19,20,21,22,30,41,43,44,46,51,54,59,60]									
Cash-Equivalent Investments									
American Funds U.S. Government Money Market Fund	**Cash-equivalent**	05/01/09	0.03	N/A	0.05	0.26	1.13	1.13	$11.30
USTREAS T-Bill Auction Ave 3 Mon			0.30	0.33	0.46	1.47			
American Funds. Shareholder Type Fees - None.									
The annualized seven-day SEC yield for American Funds U.S. Government Money Market Fund℠, calculated in accordance with the SEC formula, was 0.65% as of 06/30/18. The yield takes into account the reimbursements of certain expenses where applicable. Without these, the yield would have been 0.65%. The yield more accurately reflects the investment's current earnings than do the investments total returns.									
Target Date Investments									
American Funds Target Date 2010	**Target date**	02/01/07	4.06	4.78	5.44	3.56	1.13	1.13	$11.30
S&P Target Date Through 2010 Index			4.88	5.69	5.90	5.22			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,5,6,7,9,10,11,12,13,14,15,16,17,21,40,54,56,61]									
American Funds Target Date 2015	**Target date**	02/01/07	4.33	5.07	6.02	4.18	1.12	1.12	$11.20
S&P Target Date Through 2015 Index			5.16	6.17	6.81	6.22			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,5,6,7,9,10,11,12,13,14,15,16,17,21,40,54,56,61]									
American Funds Target Date 2020	**Target date**	02/01/07	4.66	5.53	6.82	5.47	1.14	1.14	$11.40
S&P Target Date Through 2020 Index			5.30	6.48	7.58	6.99			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,5,6,7,9,10,11,12,13,14,15,16,17,21,40,54,56,61]									
American Funds Target Date 2025	**Target date**	02/01/07	5.33	6.36	7.97	7.15	1.16	1.16	$11.60
S&P Target Date Through 2025 Index			5.62	6.94	8.37	7.97			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,5,6,7,9,10,11,12,13,14,15,16,17,21,40,54,56,61]									
American Funds Target Date 2030	**Target date**	02/01/07	5.94	7.05	9.07	9.10	1.18	1.18	$11.80
S&P Target Date Through 2030 Index			5.89	7.29	8.99	9.02			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,5,6,7,9,10,11,12,13,14,15,16,17,21,40,54,56,61]									

The investment options in your plan

Investment-Related Information

Investment Options for Class R-2E as of 06/30/18

Investment Name Benchmark Investment Manager	Asset Class	Inception Date	Average Annual Total Returns (%)				Expense Ratios (%)		Gross Expenses per $1,000
			Lifetime	10 Years	5 Years	1 Year	Gross	Net	
Target Date Investments									
American Funds Target Date 2035	**Target date**	02/01/07	6.25	7.38	9.83	11.09	1.19	1.19	$11.90
S&P Target Date Through 2035 Index			6.03	7.50	9.51	9.96			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,5,6,7,9,10,11,12,13,14,15,16,17,21,40,54,56,61]									
American Funds Target Date 2040	**Target date**	02/01/07	6.39	7.56	10.14	11.79	1.20	1.20	$12.00
S&P Target Date Through 2040 Index			6.16	7.67	9.89	10.68			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,5,6,7,9,10,11,12,13,14,15,16,17,21,40,54,56,61]									
American Funds Target Date 2045	**Target date**	02/01/07	6.47	7.64	10.32	12.23	1.20	1.20	$12.00
S&P Target Date Through 2045 Index			6.14	7.66	10.08	10.93			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,5,6,7,9,10,11,12,13,14,15,16,17,21,40,54,56,61]									
American Funds Target Date 2050	**Target date**	02/01/07	6.49	7.66	10.37	12.44	1.20	1.20	$12.00
S&P Target Date Through 2050 Index			6.23	7.76	10.20	11.12			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,5,6,7,9,10,11,12,13,14,15,16,17,21,40,54,56,62]									
American Funds Target Date 2055	**Target date**	02/01/10	10.48	N/A	10.38	12.38	1.21	1.21	$12.10
S&P Target Date Through 2055 Index			10.72	N/A	10.22	11.15			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,5,6,7,9,10,11,12,13,14,15,16,17,21,40,54,56]									
American Funds Target Date 2060	**Target date**	03/27/15	8.67	N/A	N/A	12.40	1.30	1.26	$13.00
S&P Target Date Through 2060+ Index			8.27	N/A	10.25	11.30			
American Funds. Shareholder Type Fees - None.									
Investment footnote(s): [1,3,4,5,6,7,9,10,11,12,13,14,15,16,17,21,40,54,56]									

Investment-Related Disclosure

Investment-Related Disclosure

1 The market value of the portfolio's securities may fall rapidly or unpredictably because of changing economic, political, or market conditions, which may reduce the value of the portfolio.

2 From April 16, 1984, through December 31, 1987, the MSCI EAFE (Europe, Australasia, Far East) Index was used because the MSCI ACWI (All Country World Index) ex USA did not yet exist. Since January 1, 1988, the MSCI ACWI ex USA has been used. The MSCI EAFE Index reflects dividends net of withholding taxes. The MSCI ACWI ex USA reflects dividends gross of withholding taxes through December 31, 2000, and dividends net of withholding taxes thereafter.

3 Investments in emerging- and frontier-markets securities may be subject to greater market, credit, currency, liquidity, legal, political, and other risks compared with assets invested in developed foreign countries.

4 Investments in foreign securities may be subject to increased volatility as the value of these securities can change more rapidly and extremely than can the value of U.S. securities. Foreign securities are subject to increased issuer risk because foreign issuers may not experience the same degree of regulation as U.S. issuers do and are held to different reporting, accounting, and auditing standards. In addition, foreign securities are subject to increased costs because there are generally higher commission rates on transactions, transfer taxes, higher custodial costs, and the potential for foreign tax charges on dividend and interest payments. Many foreign markets are relatively small, and securities issued in less-developed countries face the risks of nationalization, expropriation or confiscatory taxation, and adverse changes in investment or exchange control regulations, including suspension of the ability to transfer currency from a country. Economic, political, social, or diplomatic developments can also negatively impact performance.

5 The investment is intended to be held for a substantial period of time, and investors should tolerate fluctuations in their investment's value.

6 Because the investment's market value may fluctuate up and down, an investor may lose money, including part of the principal, when he or she buys or sells the investment.

7 The investment is not a deposit or obligation of, or guaranteed or endorsed by, any bank and is not insured by the Federal Deposit Insurance Corporation, the Federal Reserve Board, or any other U.S. governmental agency.

8 Growth securities may be subject to increased volatility as the value of these securities is highly sensitive to market fluctuations and future earnings expectations. These securities typically trade at higher multiples of current earnings than do other securities and may lose value if it appears their earnings expectations may not be met.

9 The investment is actively managed and subject to the risk that the advisor's usage of investment techniques and risk analyses to make investment decisions fails to perform as expected, which may cause the portfolio to lose value or underperform investments with similar objectives and strategies or the market in general.

10 A stake in any individual security is subject to the risk that the issuer of that security performs poorly, resulting in a decline in the security's value. Issuer-related declines may be caused by poor management decisions, competitive pressures, technological breakthroughs, reliance on suppliers, labor problems or shortages, corporate restructurings, fraudulent disclosures, or other factors. Additionally, certain issuers may be more sensitive to adverse issuer, political, regulatory, market, or economic developments.

11 Concentrating assets in small-capitalization stocks may subject the portfolio to the risk that those stocks underperform other capitalizations or the market as a whole. Smaller, less-seasoned companies may be subject to increased liquidity risk compared with mid- and large-cap companies and may experience greater price volatility than do those securities because of limited product lines, management experience, market share, or financial resources, among other factors.

12 The value of equity securities, which include common, preferred, and convertible preferred stocks, will fluctuate based on changes in their issuers' financial conditions, as well as overall market and economic conditions, and can decline in the event of deteriorating issuer, market, or economic conditions.

13 A portfolio's risks are closely associated with the risks of the

Investment-Related Disclosure

securities and other investments held by the underlying or subsidiary funds, and the ability of the portfolio to meet its investment objective likewise depends on the ability of the underlying funds to meet their objectives. Investment in other funds may subject the portfolio to higher costs than owning the underlying securities directly because of their management fees.

14 Performance is subject to the risk that the advisor's asset allocation and investment strategies do not perform as expected, which may cause the portfolio to underperform its benchmark, other investments with similar objectives, or the market in general. The investment is subject to the risk of loss of income and capital invested, and the advisor does not guarantee its value, performance, or any particular rate of return.

15 Investments in below-investment-grade debt securities and unrated securities of similar credit quality, commonly known as "junk bonds" or "high-yield securities," may be subject to increased interest, credit, and liquidity risks.

16 Restricted and illiquid securities may fall in price because of an inability to sell the securities when desired. Investing in restricted securities may subject the portfolio to higher costs and liquidity risk.

17 The value of fixed-income or debt securities may be susceptible to general movements in the bond market and are subject to interest-rate and credit risk.

18 Concentrating assets in mid-capitalization stocks may subject the portfolio to the risk that those stocks underperform other capitalizations or the market as a whole. Mid-cap companies may be subject to increased liquidity risk compared with large-cap companies and may experience greater price volatility than do those securities because of more-limited product lines or financial resources, among other factors.

19 This is not one of the American Funds and is not managed by Capital Group, the investment manager for the American Funds. See the prospectus, if applicable, or your plan's financial professional for more information.

20 This fund's inception predates the inception of its primary benchmark; therefore, there is no calculation for the benchmark's lifetime result.

21 Investments in derivatives may be subject to the risk that the advisor does not correctly predict the movement of the underlying security, interest rate, market index, or other financial asset, or that the value of the derivative does not correlate perfectly with either the overall market or the underlying asset from which the derivative's value is derived. Because derivatives usually involve a small investment relative to the magnitude of liquidity and other risks assumed, the resulting gain or loss from the transaction will be disproportionately magnified. These investments may result in a loss if the counterparty to the transaction does not perform as promised.

22 Leverage transactions may increase volatility and result in a significant loss of value if a transaction fails. Because leverage usually involves investment exposure that exceeds the initial investment, the resulting gain or loss from a relatively small change in an underlying indicator will be disproportionately magnified.

23 Investments in securities from a particular country or region may be subject to the risk of adverse social, political, regulatory, or economic events occurring in that country or region. Country- or region-specific risks also include the risk that adverse securities markets or exchange rates may impact the value of securities from those areas.

24 Investments that concentrate their assets in a relatively small number of issuers, or in the securities of issuers in a particular market, industry, sector, country, or asset class, may be subject to greater risk of loss than is a more widely diversified investment.

25 Investments in convertible securities may be subject to increased interest-rate risks, rising in value as interest rates decline and falling in value when interest rates rise, in addition to their market value depending on the performance of the common stock of the issuer. Convertible securities, which are typically unrated or rated lower than other debt obligations, are secondary to debt obligations in order of priority during a liquidation in the event the issuer defaults.

26 Investing in initial public offerings may increase volatility and have a magnified impact on performance. IPO shares may be sold shortly after purchase, which can increase portfolio turnover and expenses, including commissions and transaction costs. Additionally, IPO shares are subject to increased market, liquidity, and issuer risks.

27 Investments in preferred stocks

Investment-Related Disclosure

may be subject to the risks of deferred distribution payments, involuntary redemptions, subordination to debt instruments, a lack of liquidity compared with common stocks, limited voting rights, and sensitivity to interest-rate changes.

28 Investing in loans creates risk for the borrower, lender, and any other participants. A borrower may fail to make payments of principal, interest, and other amounts in connection with loans of cash or securities or fail to return a borrowed security in a timely manner, which may lead to impairment of the collateral provided by the borrower. Investments in loan participations may be subject to increased credit, pricing, and liquidity risks, with these risks intensified for belowinvestment-grade loans.

29 Concentrating assets in the real estate sector or REITs may disproportionately subject the portfolio to the risks of that industry, including loss of value because of changes in real estate values, interest rates, and taxes, as well as changes in zoning, building, environmental, and other laws, among other factors. Investments in REITs may be subject to increased price volatility and liquidity risk, and shareholders indirectly bear their proportionate share of expenses because of their management fees.

30 Concentrating assets in a particular industry, sector of the economy, or markets may increase volatility because the investment will be more susceptible to the impact of market, economic, regulatory, and other factors affecting that industry or sector compared with a more broadly diversified asset allocation.

31 Frequent purchases or redemptions by one or multiple investors may harm other shareholders by interfering with the efficient management of the portfolio, increasing brokerage and administrative costs and potentially diluting the value of shares. Additionally, shareholder purchase and redemption activity may have an impact on the per-share net income and realized capital gains distribution amounts, if any, potentially increasing or reducing the tax burden on the shareholders who receive those distributions.

32 Value securities may be subject to the risk that these securities cannot overcome the adverse factors the advisor believes are responsible for their low price or that the market may not recognize their fundamental value as the advisor predicted. Value securities are not expected to experience significant earnings growth and may underperform growth stocks in certain markets.

33 Investments in depositary receipts generally reflect the risks of the securities they represent, although they may be subject to increased liquidity risk and higher expenses and may not pass through voting and other shareholder rights. Depositary receipts cannot be directly exchanged for the securities they represent and may trade at either a discount or premium to those securities.

34 Investments in securities traded in foreign currencies or more directly in foreign currencies are subject to the risk that the foreign currency will decline in value relative to the U.S. dollar, which may reduce the value of the portfolio. Investments in currency hedging positions are subject to the risk that the value of the U.S. dollar will decline relative to the currency being hedged, which may result in a loss of money on the investment as well as the position designed to act as a hedge. Cross-currency hedging strategies and active currency positions may increase currency risk because actual currency exposure may be substantially different from that suggested by the portfolio's holdings.

35 Investments in zero-coupon bonds, which do not pay interest prior to maturity, may be subject to greater price volatility and liquidity risks than are fixed-income securities that pay interest periodically. Still, interest accrued on these securities prior to maturity is reported as income and distributed to shareholders.

36 Investments in warrants may be subject to the risk that the price of the underlying stock does not rise above the exercise price. In this event, the warrant may expire without being exercised and lose all value.

37 Investments in commodity-related instruments are subject to the risk that the performance of the overall commodities market declines and that weather, disease, political, tax, and other regulatory developments adversely impact the value of commodities, which may result in a loss of principal and interest. Commodity-linked investments face increased price volatility and liquidity, credit, and issuer risks compared with their underlying measures.

38 Investments in exchange-traded funds generally reflect the risks of

Investment-Related Disclosure

owning the underlying securities they are designed to track, although they may be subject to greater liquidity risk and higher costs than owning the underlying securities directly because of their management fees. Shares of ETFs are subject to market trading risk, potentially trading at a premium or discount to net asset value.

39 A conflict of interest may arise if the advisor makes an investment in certain underlying funds based on the fact that those funds are also managed by the advisor or an affiliate or because certain underlying funds may pay higher fees to the advisor do than others. In addition, an advisor's participation in the primary or secondary market for loans may be deemed a conflict of interest and limit the ability of the investment to acquire those assets.

40 Investments in futures contracts and options on futures contracts may increase volatility and be subject to additional market, active management, interest, currency, and other risks if the contract cannot be closed when desired.

41 The issuer or guarantor of a fixed-income security, counterparty to an OTC derivatives contract, or other borrower may not be able to make timely principal, interest, or settlement payments on an obligation. In this event, the issuer of a fixed-income security may have its credit rating downgraded or defaulted, which may reduce the potential for income and value of the portfolio.

42 The issuer of a security may repay principal more slowly than expected because of rising interest rates. In this event, short- and medium-duration securities are effectively converted into longer-duration securities, increasing their sensitivity to interest-rate changes and causing their prices to decline.

43 The issuer of a debt security may be able to repay principal prior to the security's maturity because of an improvement in its credit quality or falling interest rates. In this event, this principal may have to be reinvested in securities with lower interest rates than the original securities, reducing the potential for income.

44 Payments from debt securities may have to be reinvested in securities with lower interest rates than the original securities.

45 Investments in debt securities issued or guaranteed by governments or governmental entities are subject to the risk that an entity may delay or refuse to pay interest or principal on its sovereign debt because of cash flow problems, insufficient foreign reserves, or political or other considerations. In this event, there may be no legal process for collecting sovereign debts that a governmental entity has not repaid.

46 The business of the issuer of an underlying security may be adversely impacted by new regulation or government intervention, impacting the price of the security. Direct government ownership of distressed assets in times of economic instability may subject the portfolio's holdings to increased price volatility and liquidity risk.

47 A nondiversified investment, as defined under the Investment Act of 1940, may have an increased potential for loss because its portfolio includes a relatively small number of investments. Movements in the prices of the individual assets may have a magnified effect on a nondiversified portfolio. Any sale of the investment's large positions could adversely affect stock prices if those positions represent a significant part of a company's outstanding stock.

48 Investments in forwards may increase volatility and be subject to additional market, active management, currency, and counterparty risks as well as liquidity risk if the contract cannot be closed when desired. Forwards purchased on a when-issued or delayed-delivery basis may be subject to risk of loss if they decline in value prior to delivery, or if the counterparty defaults on its obligation.

49 The investment's income payments may decline depending on fluctuations in interest rates and the dividend payments of its underlying securities. In this event, some investments may attempt to pay the same dividend amount by returning capital.

50 Investments in swaps, such as interest-rate swaps, currency swaps and total return swaps, may increase volatility and be subject to increased liquidity, credit, and counterparty risks. Depending on their structure, swaps may increase or decrease the portfolio's exposure to long- or short-term interest rates, foreign currency values, corporate borrowing rates, security prices, index values, inflation rates, credit, or other factors.

51 Most securities are subject to the risk that changes in interest rates will reduce their market value.

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52 Investments in bank loans, also known as senior loans or floating-rate loans, are rated below-investment grade and may be subject to a greater risk of default than are investment-grade loans, reducing the potential for income and potentially leading to impairment of the collateral provided by the borrower. Bank loans pay interest at rates that are periodically reset based on changes in interest rates and may be subject to increased prepayment and liquidity risks.

53 Investments in distressed or defaulted investments, which may include loans, loan participations, bonds, notes, and issuers undergoing bankruptcy organization, are often not publicly traded and face increased price volatility and liquidity risk. These securities are subject to the risk that the advisor does not correctly estimate their future value, which may result in a loss of part or all of the investment.

54 Investments in mortgage-backed and asset-backed securities may be subject to increased price volatility because of changes in interest rates, issuer information availability, credit quality of the underlying assets, market perception of the issuer, availability of credit enhancement, and prepayment of principal. The value of ABS and MBS may be adversely affected if the underlying borrower fails to pay the loan included in the security.

55 Investments in municipal obligations, leases, and private activity bonds subject to the alternative minimum tax have varying levels of public and private support. The principal and interest payments of general-obligation municipal bonds are secured by the issuer's full faith and credit and supported by limited or unlimited taxing power. The principal and interest payments of revenue bonds are tied to the revenues of specific projects or other entities. Federal income tax laws may limit the types and volume of bonds qualifying for tax exemption of interest and make any further purchases of tax-exempt securities taxable.

56 Investments in U.S. government obligations are subject to varying levels of government support. In the event of default, some U.S. government securities, including U.S. Treasury obligations and Ginnie Mae securities, are issued and guaranteed as to principal and interest by the full faith and credit of the U.S. government. Other securities are obligations of U.S. government-sponsored entities but are neither issued nor guaranteed by the U.S. government.

57 Active trading may create high portfolio turnover, or a turnover of 100% or more, resulting in increased transaction costs. These higher costs may have an adverse impact on performance and generate short-term capital gains, creating potential tax liability even if an investor does not sell any shares during the year.

58 Unlike other fixed-income securities, the values of inflation-protected securities are not significantly impacted by inflation expectations because their interest rates are adjusted for inflation. Generally, the value of inflation-protected securities will fall when real interest rates rise and rise when real interest rates fall.

59 Securities with longer maturities or durations typically have higher yields but may be subject to increased interest-rate risk and price volatility compared with securities with shorter maturities, which have lower yields but greater price stability.

60 Investments traded and privately negotiated in the over-the-counter market, including securities and derivatives, may be subject to greater price volatility and liquidity risk than transactions made on organized exchanges. Because the OTC market is less regulated, OTC transactions may be subject to increased credit and counterparty risk.

61 The S&P Target Date Through series indexes (2010-2045) began on 5/31/2007. From 2/1/2007 through 5/30/2007, the S&P Target Date series was used.

62 The S&P Target Date Through 2050 Index began on 5/30/2008. From 2/1/2007 through 5/29/2008, the S&P Target Date 2045 Index was used.

Please read the following important disclosure.

For American Funds 2060 Target Date Retirement Fund, the investment adviser is currently reimbursing a portion of other expenses for each share class. The reimbursement will be in effect through at least April 7, 2018. The adviser may elect at its discretion to extend, modify or terminate the reimbursement at that time. Investment results and the net expense ratio reflect the reimbursement, without which the results would have been lower and the expenses would have been

Investment-Related Disclosure

higher. The expense ratios are as of each target date fund's prospectus available at the time of publication and include the weighted average expenses of the underlying American Funds.

Although American Funds U.S. Government Money Market Fund has a 12b-1 plan for this share class, it's currently suspending certain 12b-1 payments in this low-interest-rate environment. Should payments commence, its investment results will be lower and expenses will be higher.

Some investment names may be abbreviated due to space limitations. For a list of the full names of the American Funds, including trademark information, visit **americanfundsretirement.com**.

The indexes are unmanaged and, therefore, have no expenses. Investors cannot invest directly in an index. There have been periods when the investments have lagged the indexes.

Share Class

American Funds Class R-2E shares were first offered on August 29, 2014. Class R-2E share results prior to the date of first sale are hypothetical based on Class A share results without a sales charge, adjusted for typical estimated additional expenses. Results for certain funds with an inception date after August 29, 2014, also include hypothetical returns because those funds' Class R-2E shares sold after the funds' date of first offering. Please see each fund's prospectus for more information on specific expenses.

Important Information About Outside Funds

Because your plan offers investments that aren't managed by Capital Group (the investment manager for the American Funds), the share classes may vary. If you're interested in learning more about these share classes, please read the most recent prospectuses, if applicable. The prospectus also contains details about specific investment risks and key financial data, such as fees and expenses. You can obtain prospectuses from your employer.

Information about investments other than the American Funds is provided by Morningstar, Inc. Results displayed for some of these investments may represent hypothetical results for periods prior to the inception dates of the share classes and are based on Morningstar's calculations. Past results are not predictive of future results. If you have questions about the results, contact your employer or your plan's financial professional. The information shown on these pages may not be copied or distributed, and we cannot guarantee it to be accurate, complete or timely. Neither Morningstar nor its content providers are responsible for any damages or losses arising from any use of this information.

Manager

The American Funds are managed by Capital Group, one of the largest investment management organizations in the world. Since 1931, the company has invested with a long-term focus based on thorough research and attention to risk — an investment style similar to that of most people saving for retirement.

Investment Details

Please read the important "Investment Results Disclosure" that precedes these "Investment Details."

Target Date Investments

American Funds

American Funds Target Date Retirement Series®

Goal

Depending on the proximity to its target date, each fund will seek to achieve the following objectives to varying degrees: growth, income and conservation of capital.

Fast Facts (updated annually as of 12/31/17)

- The series offers a number of target date fund portfolios in five-year increments for retirement dates through 2060.
- The Portfolio Oversight Committee members, on average, have 30 years of investment experience.
- Each target date fund portfolio is made up of at least 16 American Funds.

What You Should Know About the Target Date Series

- Each fund is composed of a diverse mix of the American Funds and is subject to their risks and returns.
- You can choose a *single* investment option as your overall portfolio.
- You don't have to manage the portfolio. American Funds investment professionals manage the target date fund's portfolio, moving it from a more growth-oriented focus to a more income-oriented focus as the fund gets closer to its target date.
- Investment professionals continue to manage each fund for 30 years after its target date is reached.
- The target date is the year in which an investor is assumed to retire and begin taking withdrawals.
- Although the target date funds are managed for investors on a projected retirement date time frame, the funds' allocation approach does not guarantee that investors' retirement goals will be met. In addition, contributions to a target date fund may not be adequate to reach your retirement goals.

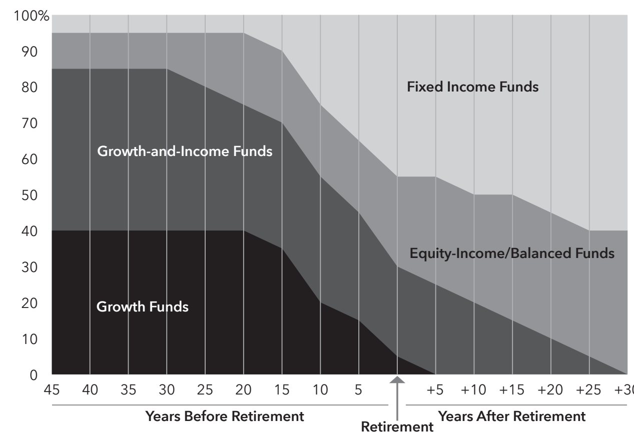
The Funds Are Managed *Through* Retirement

The target date series is managed to take investors *through* retirement — and accordingly, it's managed well beyond a target retirement year. In a sense, the retirement date is seen as a starting point rather than an ending point.

The Target Date Fund Portfolios

The target date funds follow this current investment approach (see below), moving from a more growth-oriented focus when retirement is years away to a more income-oriented focus as the retirement date approaches. Each fund may include a mix of growth, growth-and-income, equity-income/balanced and fixed income funds (i.e., bond funds).

American Funds Target Date Glide Path



The target allocations shown are effective as of January 1, 2018, and are subject to the Portfolio Oversight Committee's discretion. The funds' investment adviser anticipates that the funds will invest their assets within a range that deviates no more than 10% above or below these allocations. Underlying funds may be added or removed during the year. For quarterly updates of fund allocations, visit **americanfundsretirement.com**.

How Target Date Funds Work

Target date funds are designed for individuals who intend to retain assets in the fund past the designated target date and then gradually withdraw their assets over time.
Keep in mind that while the funds are designed to serve investors throughout the retirement income phase, you don't *have* to retain assets in the fund past the designated target date. Instead, you can move your money out of the target date fund and into other investments of your choosing.

You'll find an explanation of each target date fund's investment approach in its summary prospectus. Please read the prospectus carefully before investing. You can also find key investment details about each fund on **americanfundsretirement.com** or your plan's website.

AMERICAN FUNDS

Sample Participant Notice
Qualified Default Investment Alternative Notice
For plans without automatic enrollment

To help you prepare for retirement, MRCI offers you a 403(b) plan. You can choose to invest the contributions made to your account in a number of investment options. This notice describes the investment that will be used for contributions allocated to your account in the event you fail to select an investment option.

Investing in the plan

Unless you make an investment selection, your contributions will, or will continue, to be invested in the default option for the Plan.

The default option for our Plan is the American Funds Target Date Retirement Series. Designed to simplify your investment decision-making, the Series is made up of 11 target date fund portfolios, each composed of a different mix of the American Funds, with retirement dates ranging from 2010 through 2060 in five-year increments. Each target date fund serves as a single diversified retirement portfolio — with an underlying investment approach aligned with its retirement date — so you only need to select one. Each fund in the Series attempts to balance investors' long-term needs for both return and conservation of capital.

American Funds investment professionals manage each target date fund's portfolio, moving it from a more growth-oriented strategy to a more income-oriented focus as the fund gets closer to its target date. American Funds investment professionals continue to manage the fund for 30 years after it reaches its target date. The target date is the year in which an investor is assumed to retire and begin taking withdrawals.

Although the target date funds are managed for investors on a projected retirement date time frame, the fund's allocation strategy does not guarantee that investors' retirement goals will be met. For investors who are close to, or in, retirement, each fund's equity exposure may result in investment volatility that could reduce an investor's available retirement assets at a time when the investor has a need to withdraw funds. For investors who are further from retirement, there is a risk that a fund's allocation may over-emphasize investments designed to preserve capital and provide current income, which may prevent the investor from reaching his or her retirement goals. For quarterly updates of the underlying fund allocations, visit **myretirement.americanfunds.com.**

In applying any particular asset allocation model to your own individual situation, you should also take into account your risk tolerance as well as your other assets and any investments outside your plan, such as your home equity, IRAs and savings accounts.

To determine which fund might be appropriate for you, find the date-specific fund in the following table that most closely matches the year in which you expect to retire and possibly start withdrawing money. If you fail to make an investment selection, your account contributions will be invested automatically in the fund whose target retirement date most closely matches your anticipated retirement at age 65.

Name of fund	Year of 65th birthday
American Funds 2060 Target Date Retirement Fund®	2058 and later
American Funds 2055 Target Date Retirement Fund®	2053 thru 2057
American Funds 2050 Target Date Retirement Fund®	2048 thru 2052
American Funds 2045 Target Date Retirement Fund®	2043 thru 2047
American Funds 2040 Target Date Retirement Fund®	2038 thru 2042
American Funds 2035 Target Date Retirement Fund®	2033 thru 2037
American Funds 2030 Target Date Retirement Fund®	2028 thru 2032
American Funds 2025 Target Date Retirement Fund®	2023 thru 2027
American Funds 2020 Target Date Retirement Fund®	2018 thru 2022
American Funds 2015 Target Date Retirement Fund®	2013 thru 2017
American Funds 2010 Target Date Retirement Fund®	2012 and earlier

For example, if the year of your 65th birthday is 2026, your account will be invested in the 2025 Fund; if the year of your 65th birthday is 2039, in the 2040 Fund; and if the year of your 65th birthday is 2051, in the 2050 Fund.

The 2060 Fund was added to the Series effective March 27, 2015. As a result, please be aware that if you were added to the Plan's recordkeeping system prior to March 27, 2015 and your anticipated retirement at age 65 was aligned with the 2058-and-later date range, you will, or will continue to be, defaulted into the 2055 Fund regardless of when you began contributing to the Plan. Note, however, that if you were previously subject to a plan re-enrollment, you were, and continue to be, defaulted into the fund as indicated on your re-enrollment notice, regardless of when you were added to the recordkeeping system. See your most recent quarterly statement to determine which fund you are currently invested in.

The target date funds are subject to the risks and returns of the underlying American Funds, which may be added or removed during the year. Investing outside the United States involves risks such as currency fluctuations, periods of illiquidity and price volatility, as more fully described in the funds' prospectuses. These risks may be heightened in connection with investments in developing countries. Small-company stocks entail additional risks, and they can fluctuate in price more than larger company stocks. Lower rated bonds are subject to greater fluctuations in value and risk of loss of income and principal than are higher rated bonds.

The return of principal in bond funds and funds with underlying bond holdings is not guaranteed. Fund shares are subject to the same interest rate, inflation and credit risks associated with the underlying bond holdings. While not directly correlated to changes in interest rates, the values of inflation-linked bonds generally fluctuate in response to changes in real interest rates and may experience greater losses than other debt securities with similar durations. Investments in mortgage-related securities involve additional risks, such as prepayment risk, as more fully described in the fund's prospectus. Investments in securities issued by U.S. governmental agencies or instrumentalities may not be guaranteed by the U.S. government.

Investments are not FDIC-insured, nor are they deposits of or guaranteed by a bank or any other entity, so they may lose value.

Investors should carefully consider investment objectives, risks, charges and expenses. This and other important information is contained in the funds' prospectus and summary prospectus, which can be obtained from a financial professional and should be read carefully before investing.

Figures shown are past results for Class R-2E shares at net asset value and are not predictive of future results. Class R-2E shares were first offered on August 29, 2014. Class R-2E share results prior to the date of first sale are hypothetical based on Class A share results without a sales charge, adjusted for typical estimated additional expenses.

Current and future results may be lower or higher than those shown here. Share prices and returns will vary, so you may lose money. Investing for short periods makes losses more likely. It's important that you read the prospectuses carefully before investing. You may want to consult with your personal tax advisor. For current information and month-end results, visit myretirement.americanfunds.com.

The table below shows the funds' expense ratios and average annual total returns as of June 30, 2018.
(There is no sales charge for purchasing Class R shares.)

Class R-2E share					
Fund name	**Gross/net expense ratios** %	**Lifetime returns** %	**10-year returns** %	**5-year returns** %	**1-year returns** %
2060 Target Date Fund*	1.30/1.26	8.67	—	—	12.40
2055 Target Date Fund**	1.21/1.21	10.48	—	10.38	12.38
2050 Target Date Fund	1.20/1.20	6.49	7.66	10.37	12.44
2045 Target Date Fund	1.20/1.20	6.47	7.64	10.32	12.23
2040 Target Date Fund	1.20/1.20	6.39	7.56	10.14	11.79
2035 Target Date Fund	1.19/1.19	6.25	7.38	9.83	11.09
2030 Target Date Fund	1.18/1.18	5.94	7.05	9.07	9.10
2025 Target Date Fund	1.16/1.16	5.33	6.36	7.97	7.15

2020 Target Date Fund	1.14/1.14	4.66	5.53	6.82	5.47
2015 Target Date Fund	1.12/1.12	4.33	5.07	6.02	4.18
2010 Target Date Fund	1.13/1.13	4.06	4.78	5.44	3.56

*American Funds 2060 Target Date Retirement Fund® became available for purchase on March 27, 2015.

** American Funds 2055 Target Date Retirement Fund® became available for purchase on February 1, 2010.

Investment results assume all distributions are reinvested and reflect applicable fees and expenses. When applicable, investment results reflect expense reimbursements, without which results would have been lower. The investment adviser is currently reimbursing a portion of other expenses for each share class of American Funds 2060 Target Date Retirement Fund.® The reimbursement will be in effect through at least January 1, 2019. The adviser may elect at its discretion to extend, modify or terminate the reimbursement at that time. Investment results and net expense ratios reflect the reimbursement, without which the results would have been lower and the expenses would have been higher.

What if I do not want my contributions invested in the default fund?

To avoid having your contributions initially invested in the default fund, take the following action December 15, 2018:

- Obtain an enrollment form from Jenna Noland. Complete and return it to Jenna Noland.

You can change your investment selections at any time or you can make an exchange from the default investment into any other investment available for our plan by going to the website **myretirement.americanfunds.com** or calling the toll-free number, **(800) 204-3731**. There is no transaction fee for making an exchange into one of the other investment options available in our plan.

MRCI 403(B) PLAN

SUMMARY PLAN DESCRIPTION

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MRCI 403(B) PLAN

SUMMARY PLAN DESCRIPTION

INTRODUCTION TO YOUR PLAN

MRCI 403(b) Plan ("Plan") has been adopted to provide you with the opportunity to save for retirement on a tax-advantaged basis and to provide additional income for retirement. This Plan is a type of retirement plan commonly referred to as a 403(b) plan or TSA (Tax Sheltered Annuity). This Summary Plan Description ("SPD") contains valuable information regarding when you may become eligible to participate in the Plan, your Plan benefits, your distribution options, and many other features of the Plan. You should take the time to read this Summary to get a better understanding of your rights and obligations under the Plan.

We have attempted to answer most of the questions you may have regarding your benefits in the Plan. If this Summary does not answer all of your questions, please contact the Administrator. The name and address of the Administrator can be found in the Article of this Summary entitled "General Information About The Plan."

This Summary describes the Plan's benefits and obligations as contained in the legal Plan document, which governs the operation of the Plan. The Plan document is written in much more technical and precise language. If the non-technical language under this Summary and the technical, legal language of the Plan document conflict, the Plan document always governs. If you wish to receive a copy of the legal Plan document, please contact the Administrator.

This Summary describes the current provisions of the Plan. The Plan is subject to federal laws, such as ERISA (the Employee Retirement Income Security Act), the Internal Revenue Code and other federal and state laws which may affect your rights. The provisions of the Plan are subject to revision due to a change in laws or due to pronouncements by the Internal Revenue Service (IRS) or Department of Labor (DOL). The Employer may also amend or terminate this Plan. The Administrator will notify you if the provisions of the Plan that are described in this Summary change. Terms of investment products you select may also affect the Plan. This Summary does not address the provisions of specific investment products.

ARTICLE I
PARTICIPATION IN THE PLAN

Am I eligible to participate in the Plan?

Provided you are an eligible employee, you are eligible to participate in the Plan once you satisfy the Plan's eligibility conditions described in the next question. The following describes the eligibility requirements and Entry Dates that apply. You should contact the Administrator if you have questions about the timing of your Plan participation.

If you are a member of a class of employees identified below, you are not an eligible employee for all Plan purposes. The employees who are excluded are:

- certain nonresident aliens who have no earned income from sources within the United States.

In addition to those excluded for all purposes, if you are a member of a class of employees identified below, you are not an eligible employee for purposes of eligibility to participate in the Plan's matching contributions. The employees who are excluded are:

- employees whose employment is governed by a collective bargaining agreement under which retirement benefits were the subject of good faith bargaining, unless such agreement expressly provides for participation in this Plan.

The following applies with regard to exclusions: Independent Contractors, Alternative or Productions Workers and On-Call Substitutes, expected to work less than 20 hours per week, excluded from all participation in the Plan.

When am I eligible to participate in the Plan?

Provided you are an eligible employee, you will be able to make elective deferrals beginning on your date of hire.

Provided you are an eligible employee, you will be eligible to participate in Employer contributions once you satisfy the applicable age and service requirements. You will actually enter the Plan once you reach the entry date as described in the next question.

You will have met the age requirement when you attain age 18.

You will have met the service requirement when you complete two years of service.

You will have completed two years of service if you have been credited with at least 1,000 hour(s) of service during both your first twelve months of employment and your twelve months of employment that begin on the first anniversary of the date you were employed by the Employer, without an intervening break in service. (See the question "Does all my service with the Employer count for purposes of Plan eligibility?" for more information on breaks in service.)

When is my entry date?

Provided you are an eligible employee, you will be able to make elective deferrals beginning on your date of hire.

Provided you are an eligible employee, you may begin participating in the Plan's matching contributions once you have satisfied the eligibility requirements and reached your "entry date." Your entry date is the first day of the Plan year quarter coinciding with or next following the date you satisfy the Plan's eligibility requirements.

Provided you are an eligible employee, you may begin participating in the Plan's nonelective contributions once you have satisfied the eligibility requirements and reached your "entry date." Your entry date is the first day of the Plan year quarter coinciding with or next following the date you satisfy the Plan's eligibility requirements.

Does all my service with the Employer count for purposes of Plan eligibility?

In determining whether you satisfy the service requirements to participate in the Plan, all service you perform for the Employer will generally be counted. However, there is an exception to this general rule.

Break in service rules. As indicated above, the Plan requires two years of service for eligibility purposes (except elective deferrals). You will have a break in service if you complete less than 501 hours of service during the twelve-month period beginning on your first day of employment and any anniversary of your employment date. However, if you are absent from work for certain leaves of absence such as a maternity or paternity leave, you may be credited with 501 hours of service to prevent a break in 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 your Administrator for further details.

The Administrator monitors the break in service rules and can provide you with additional information on the effect of these rules.

Under the two year eligibility requirement, if you have a break in service before you complete 2 years of service, the Plan disregards your prior service and treats you like a new employee. You will have to earn 2 years of service to participate.

Note, however, that the break in service rule does not apply to elective deferrals. You will be eligible to make elective deferrals immediately upon hire or rehire.

ARTICLE II
CONTRIBUTIONS

What kind of contributions may I make to the Plan and how do my contributions affect my taxes?

As a participant in the Plan, you may elect to reduce your compensation by a specific percentage or dollar amount and have that amount contributed to the Plan on a pre-tax basis. The Plan refers to this as an "elective deferral." Your taxable income is reduced by your elective deferral contributions so you pay less federal income taxes. However, your elective deferrals are subject to Social Security taxes at the time of deferral. Later, when the Plan distributes the deferrals and earnings, you will pay income tax on those amounts. Federal income taxes on the pre-tax deferral contributions and earnings are only postponed. See "What are my tax consequences when I receive a distribution from the Plan?"

The Employer may make additional contributions to the Plan on your behalf. This Article describes these employer contributions and how these monies will be allocated to your account to provide for your retirement benefit.

How much may I contribute to the Plan?

Your total elective deferrals in any calendar year may not exceed a certain dollar limit which is set by law ("elective deferral limit"). The elective deferral limit for 2015 is $18,000. After 2015, the elective deferral limit may increase for cost-of-living adjustments. You may also defer more than the elective deferral limit if you are eligible to make "catch-up deferrals" as described below.

If you are age 50 or will attain age 50 before the end of a calendar year, you may make additional deferrals (called "age 50 catch-up deferrals") for that year and following years. If you meet the age 50 requirement and exceed the elective deferral limit described above, then any excess will be an age 50 catch-up deferral. The maximum catch-up deferral that you can make in 2015 is $6,000. After 2015, the maximum age 50 catch-up deferral limit may increase for cost-of-living adjustments. Any age 50 catch-up deferrals that you make will be taken into account in determining any Employer matching contribution made to the Plan.

You should also be aware that the annual elective deferral limit is an aggregate limit which applies to all deferrals you may make under this Plan and any other 403(b) plans, simplified employee pensions, SIMPLE IRAs, or 401(k) plans in which you may be participating, including those of another employer. Generally, if your total deferrals under all of these arrangements for a calendar year exceed the annual elective deferral limit, then you must include the excess deferrals in your income for the year. If you make excess deferrals you should request in writing that the excess deferrals be returned to you. If you fail to request such a return, you may be taxed a second time when the excess deferral is ultimately distributed from the Plan.

You must decide which plan you would like to have return the amount of any excess deferral. If you decide that this Plan should distribute the excess, you should communicate this in writing to the Administrator no later than the March 1st following the close of the calendar year in which you made the excess deferrals. However, if you contribute excess deferrals to this Plan or any other plan maintained by the Employer, then you will be deemed to have notified the Administrator of the excess. The Administrator will then return the excess deferrals and any earnings thereon to you by April 15 of the year following the calendar year in which you made the excess deferrals.

How do I make an election to defer?

You must enter into a salary reduction agreement, which the Administrator will provide to you. The salary reduction agreement will explain the various rules, including any minimum or maximum amount which you may defer. The salary reduction agreement will explain the conditions for changing your deferral election or stopping deferrals altogether.

Am I vested in my elective deferrals and earnings?

You will always be 100% vested in your elective deferrals and in the earnings on your deferrals. The Administrator will account for these amounts separately from any other amounts in your Plan account. When you become entitled to a distribution from the Plan, you will always be entitled to all amounts held in your elective deferral account. This account will be affected by the Plan investments. See "How is the money in the Plan invested?" below.

Will the Employer contribute to the Plan?

Each year, in addition to depositing your elective deferrals, the Employer may contribute matching and nonelective contributions.

What is the Employer matching contribution?

A matching contribution is a contribution the Employer makes based on your elective deferrals. If you do not make any elective deferrals, you will not receive any matching contributions.

The Employer may make a discretionary matching contribution equal to a uniform percentage or dollar amount of your elective deferrals. If the Employer decides in any year to contribute a discretionary match, it will decide how much to contribute and the matching rate which will apply to your elective deferrals. In applying this matching percentage, only elective deferrals up to 6 of your compensation per payroll period will be considered.

If you make elective deferrals, you will always share in the Employer's matching contribution for that Plan year, regardless of the amount of service you complete during the Plan year.

What is the Employer nonelective contribution?

A nonelective contribution is a contribution the Employer makes to the Plan which is unrelated to whether you make any elective deferrals in that year. In any or all Plan years, the Employer may make a discretionary nonelective contribution. Your share of that contribution is determined below.

How will the Employer nonelective contribution be allocated to my account?

Your share of any discretionary nonelective contribution is determined by the following fraction:

$$\text{Nonelective Contribution} \quad \text{X} \quad \frac{\text{Your Compensation}}{\text{Total Compensation of All Participants Eligible to Share}}$$

For example: Suppose the nonelective contribution for the Plan year is $20,000 is available under this formula. Employee A's compensation for the Plan year is $25,000. The total compensation of all participants eligible to share, including Employee A, is $250,000. Employee A's share will be:

$$\$20{,}000 \quad \text{X} \quad \frac{\$25{,}000}{\$250{,}000} \quad \text{or} \quad \$2{,}000$$

In order to share in our nonelective contribution (if any), you must satisfy the following condition(s):

- You must be employed by the Employer on the last day of the Plan year.
- You must have completed at least 1,000 hours of service with the Employer during the Plan year.
- The above condition(s) do not apply in the Plan year of your death.
- The above condition(s) do not apply in the Plan year in which you terminate employment with the Employer at or after your normal retirement age.

What compensation is used to determine my Plan benefits?

For the purposes of determining your allocation of all contributions to the Plan, compensation has a special and highly technical meaning. The Plan generally defines compensation as the total amounts paid to the employee for services rendered to the Employer, although some items may be excluded. Salary deferrals to this Plan and to any other plan or arrangement (such as a cafeteria plan) will be included. In computing compensation, the Plan does not consider certain items, as described below:

- The Plan does not take into account certain fringe benefits for any purpose.

- The Plan does not take into account compensation paid while you weren't a participant for any purpose.

    - moving expenses, deferred compensation and welfare benefits

Is there a limit on the amount of compensation that can be considered?

For Plan years beginning on and after January 1, 2015, the amount of annual compensation that may be taken into consideration for Plan purposes is $265,000. This amount may be adjusted after 2015 for cost-of-living increases.

Is there a limit on how much can be contributed to my account each year?

Generally, the law imposes a maximum limit on the amount of contributions, including elective deferrals, (excluding age 50 catch-up contributions) that may be made to your accounts and any other amounts allocated to any of your accounts during the Plan year (such as forfeitures), excluding earnings. Beginning in 2015, this total cannot exceed the lesser of $53,000 or 100% of your includible compensation. The dollar limit may be adjusted after 2015 for cost-of-living increases.

May I make "rollover" contributions to the Plan?

At the discretion of the Administrator, you may be permitted to deposit into the Plan distributions you have received from other plans and certain IRAs, provided such distributions are legally qualified to be rolled over into this Plan. Such a deposit is called a "rollover" and may result in tax savings to you. You may ask your prior plan administrator or trustee to directly transfer (a "direct rollover") to this Plan all or a portion of any amount that you are entitled to receive as a distribution from a prior plan. Alternatively, you may elect to deposit any amount eligible for rollover within 60 days of your receipt of the distribution. You should consult a qualified tax advisor to determine if a rollover to this Plan is in your best interest.

Your rollover will be placed in a separate account called a "rollover account." You will always be 100% vested in your rollover account. This means that you will always be entitled to all of your rollover contributions. Rollover contributions will be affected by any investment gains or losses.

How is the money in the Plan invested?

The Plan assets may be invested only in mutual funds. See the Administrator for further details regarding permissible investments.

You will be able to direct the investment of your Plan account, including your elective deferrals. The Administrator will provide you with information on the investment choices available to you, the frequency with which you can change your investment choices and other information. Periodically, you will receive a benefit statement that provides information on your account balance and your investment returns. If you have any questions about the investment of your Plan accounts, please contact the Administrator. If you do not direct the investment of your Plan account, then your account will be invested in accordance with the default investment alternatives the Employer establishes under the Plan.

The Plan is intended to comply with Section 404(c) of ERISA (the Employee Retirement Income Security Act). If the Plan complies with this Section, then the fiduciaries of the Plan, including the Employer and the Administrator, will be relieved of any legal liability for any losses which are the direct and necessary result of the investment directions that you give. You must follow procedures in giving investment directions. If you fail to do so, then your investment directions need not be followed. You are not required to direct investments. If you do not direct the investment of your applicable Plan accounts, then your accounts will be invested in accordance with the default investment alternatives as established under the Plan.

When you direct investments, your account is segregated for purposes of determining the earnings or losses on these investments. Your account does not share in the investment performance for other participants who have directed their own investments.

You should remember that the amount of your benefits under the Plan will depend in part upon your choice of investments. Gains as well as losses can occur. The Employer and the Administrator will not provide investment advice or guarantee the performance of any investment you choose.

Will Plan expenses be deducted from my account balance?

Expenses allocated to all accounts. The Plan will pay some or all Plan related expenses except for a limited category of expenses which the law requires the employer to pay. The category of expenses which the Employer must pay are known as "settlor expenses." Generally, settlor expenses relate to the design, establishment or termination of the Plan. See the Plan Administrator for more details. The expenses charged to the Plan may be charged pro rata to each Participant in relation to the size of each Participant's account balance or may be charged equally to each Participant. In addition, some types of expenses may be charged only to some Participants based upon their use of a Plan feature or receipt of a plan distribution. Finally, the Plan may charge expenses in a different manner as to Participants who have terminated employment with the Employer versus those Participants who remain employed with the Employer.

ARTICLE III
DISTRIBUTIONS

Will I receive a distribution of my account if I terminate employment with the Employer?

If you terminate employment for any reason and at any age (including retirement), and the value of your vested benefit does not exceed $5,000, including any rollover contributions, then a distribution will automatically be paid to you even if you do not consent. Any distribution under this paragraph will be paid to you in a lump-sum distribution within a year after you terminate employment.

If your vested benefit exceeds $5,000, then you will be entitled to a distribution in a reasonable time after you terminate employment. (See the question in the Article entitled "How will my benefits be paid?" for a further explanation of how benefits are paid from the Plan.)

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. There may also be benefits for employees who die or become disabled while on active duty. Employees who receive wage continuation payments while in the military may benefit from various changes in the law. If you think you may be affected by these rules, ask the Plan Administrator for further details.

Distributions for deemed severance of employment. If you are on active duty for more than 30 days, then the Plan treats you as having severed employment for distribution purposes. This means that you may request a distribution from the Plan. If you request a distribution on account of this deemed severance of employment, then you are not permitted to make any contributions to the Plan for six (6) months after the date of the distribution.

What is the Plan's "normal retirement age"?

You will attain your normal retirement age when you reach age 65. Normal retirement age does not control when you may receive distributions under the Plan.

If your employment terminates for reasons other than death, disability, or attainment of normal retirement age, you will be entitled to receive only your "vested percentage" of your account balance.

What is my vested interest in my account?

You are always 100% vested (which means that you are entitled to all of the amounts) in your account attributable to the following:

- elective deferrals including catch-up contributions
- rollover contributions
- nonelective contributions
- matching contributions

Thus, you are always entitled to all amounts in your accounts

How does the Plan determine my Years of Service for vesting purposes?

To earn a year of service, you must be credited with at least 1,000 hours of service during a Plan year. (See the Article entitled "General Information About the Plan" for more information on receiving credit for hours of service.) The Plan contains specific rules for crediting hours of service for vesting purposes. The Administrator will track your service and will credit you with a year of service for each Plan year in which you are credited with the required hours of service, in accordance with the terms of the Plan. If you have any questions regarding your vesting service, you should contact the Administrator.

How will my benefits be paid?

There are various methods by which benefits may be distributed to you from the Plan. The method depends on your marital status, as well as the elections you and your spouse make. All methods of distribution, however, have equivalent values. The rules under this Article apply to all distributions you will receive from the Plan, whether by reason of retirement, termination, or any other event which may result in a distribution of benefits.

If you are married on the date your benefits are to begin, you will automatically receive a joint and 50% survivor annuity, unless you (and your spouse, if married) elect an alternative form of payment. This means that you will receive payments for your life, and upon your death, your surviving spouse will receive a monthly benefit for the remainder of his or her life equal to 50% of the benefit you were receiving at the time of your death. Alternatively, you may select a joint and 75% survivor annuity.

If you are not married on the date your benefits are to begin, you will automatically receive a life annuity, which means you will receive payments for as long as you live.

However, regardless of the preceding, if your vested benefit in the Plan does not exceed $5,000, then your benefit may only be distributed to you in a single lump-sum payment.

If your vested benefit in the Plan exceeds $5,000, and you want the distribution to be in a form other than an annuity payment, you (and your spouse, if you are married) must first waive the annuity form of payment.

When you are about to receive any distribution, the Administrator will explain the joint and survivor annuity or the life annuity to you in greater detail. You will be given the option of waiving the joint and survivor annuity or the life annuity form of payment during the 180-day period before the annuity is to begin. IF YOU ARE MARRIED, YOUR SPOUSE MUST IRREVOCABLY CONSENT IN WRITING TO THE WAIVER IN THE PRESENCE OF A NOTARY OR A PLAN REPRESENTATIVE. You may revoke any waiver. The Administrator will provide you with forms to make these elections. Since your spouse participates in these elections, you must immediately inform the Administrator of any change in your marital status.

If you waive the annuity benefit (with your spouse's consent if you are married), you may elect to receive your distribution under one of the methods described below:

- a single lump-sum payment in cash or, in certain circumstances, in property.

- monthly, quarterly, or annual installments over a period of not more than your assumed life expectancy (or your and your beneficiary's assumed life expectancies).

- Partial withdrawals for in-service and terminated distributions due to disability..

Your investment product may provide you with additional distribution options.

May I elect to roll over my account to another plan or IRA?

If you are entitled to a distribution of more than $200, then you may elect whether to receive the distribution or to roll over the distribution to another retirement plan such as an individual retirement account ("IRA").

If your vested interest in the Plan including rollover contributions exceeds $1,000 and does not exceed $5,000 and you do not elect either to receive or to roll over the distribution, then under certain circumstances your distribution must be rolled over to an IRA ("automatic rollover"). The IRA provider will invest the automatic rollover funds in a type of investment designed to preserve principal and provide a reasonable rate of return and liquidity (e.g., an interest-bearing account, a certificate of deposit or a money market fund). The IRA provider will charge your account for any expenses associated with the establishment and maintenance of the IRA and with the IRA investments. You may transfer the IRA funds to any other IRA you choose. If this applies to you, you will be provided with details regarding your distribution rights and the automatic rollover IRA at the time you are entitled to a distribution. However, you may contact the Plan Administrator at the address indicated in this Summary for further information regarding the Plan's automatic rollover provisions, the IRA provider, and the fees and expenses associated with the IRA.

May I receive a loan from the Plan?

You may be able to borrow from your Plan account unless your investment product provides otherwise. There are many complex rules affecting Plan loans and the Administrator can provide more information about Plan loans, if any are available.

ARTICLE IV
DISABILITY BENEFITS

How is disability defined?

Under the Plan, disability means the inability to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment which can be expected to result in death or to be of long-continued and indefinite duration. An investment product may use a different definition. You may be required to submit to a physical examination to determine whether you are disabled.

If you terminate employment because you become disabled, the Plan will distribute your account balance in the same manner as for any other non-death related termination.

ARTICLE V
DEATH BENEFITS

What happens if I die while working for the Employer?

If you die while still employed by the Employer, your entire account balance will be used to provide your beneficiary with a death benefit.

Who is the beneficiary of my death benefit?

If you are married at the time of your death, your spouse will be the beneficiary of 50% of the death benefit unless an election is made to change the beneficiary. IF YOU WISH TO DESIGNATE A BENEFICIARY OTHER THAN YOUR SPOUSE, YOUR SPOUSE MUST IRREVOCABLY CONSENT TO WAIVE ANY RIGHT TO THE PORTION OF THE DEATH BENEFIT PAYABLE TO YOUR SPOUSE. YOUR SPOUSE'S CONSENT MUST BE IN WRITING, BE WITNESSED BY A NOTARY OR A PLAN REPRESENTATIVE, AND ACKNOWLEDGE THE SPECIFIC NONSPOUSE BENEFICIARY.

If you are married, you have named someone other than your spouse to be your beneficiary as described in the preceding paragraph, and wish to again change your beneficiary designation, your spouse must again consent to the change, unless you are changing your designation to name your spouse as your beneficiary. Also, you may, at any time, designate the beneficiary for amounts in excess of the portion of the death benefit payable to your spouse without your spouse's consent. In addition, you may elect a beneficiary other than your spouse without your spouse's consent if your spouse cannot be located.

If you are not married, you may designate your beneficiary on a form to be supplied to you by the Plan.

If no valid designation of beneficiary exists, or if the beneficiary is not alive when you die, then the death benefit will be paid in the following order, unless the investment provider's documentation says otherwise:

(a) Your surviving spouse;

(b) Your children, including adopted children, and if a child dies before you, to their children, if any;

(c) Your surviving parents, in equal shares; or

(d) Your estate.

How will the death benefit be paid to my beneficiary?

The death benefit payable to your spouse will be in the form of an annuity, that is, periodic payments over the life of your spouse. Your spouse may direct that payments begin within a reasonable period of time after your death. The size of the monthly payments will depend on the value of your account at the time of your death.

You may waive this form of distribution. Generally, the period during which you and your spouse may waive this annuity begins as of the first day of the Plan year in which you reach age 35 and ends when you die. The Administrator must provide you with a detailed explanation of the annuity. This explanation must be given to you during the period of time beginning on the first day of the Plan year in which you will reach age 32 and ending on the first day of the Plan year in which you reach age 35.

Under a special rule, you and your spouse may waive the survivor annuity form of payment any time before you turn age 35. However, any waiver will become invalid at the beginning of the Plan year in which you turn age 35, and you and your spouse will be required to make another waiver. It is important that you inform the Administrator when you reach age 32 so that you may receive this information.

If you waive the annuity form of distribution, the death benefit may be distributed in one of the forms mentioned above unless you elected the death benefit distribution method prior to your death.

When must the last payment be made to my beneficiary?

If your designated beneficiary is a person (other than your estate or most trusts) then minimum distributions of your death benefit must generally begin within one year of your death and must be paid over a period not extending beyond your beneficiary's life expectancy. If your spouse is the beneficiary, the start of payments may be delayed until the year in which you would have attained age 70 1/2. Generally, if you die before you are required to begin minimum distributions (which for most people is shortly after the later of age 70 1/2 or retirement) and your beneficiary is not a person, then your entire death benefit must be paid within five years after your death. Some investment products may allow a person to use this five-year rule. See the Plan Administrator for further details.

Since your spouse has certain rights in the death benefit, you should immediately report any change in your marital status to the Administrator.

What happens if I'm a participant, terminate employment, and die before receiving all my benefits?

If you terminate employment with us and subsequently die, your beneficiary will be entitled to the vested percentage of your remaining account balance at the time of your death. However, if you are receiving an annuity distribution at the time of your death, your designated beneficiary, if any, may receive nothing or may be entitled to any remaining payments according to the annuity contract.

ARTICLE VI
IN-SERVICE DISTRIBUTIONS

Can I withdraw money from my account while working for the Employer?

You may receive a distribution from the Plan prior to your termination of employment if you satisfy certain conditions. These conditions are described below. However, this distribution will reduce the value of the benefits you will receive when you retire. Any in-service distribution is made at your election and will be made in accordance with the forms of distribution available under the investment product you have selected or under the Plan. Among other things, this means that if the Plan requires a distribution to be made in the form of an annuity, you (and your spouse if you are married) will need to waive the required annuity form of benefit to receive an in-service distribution in a single payment.

You may request an in-service distribution from the following account(s) and based on the following event(s). Some individual investment products may provide for additional in-service distribution options. Please see your Administrator for details:

- Your entire account once you reach age 65.

You may withdraw your rollover contributions, if any, at any time prior to severance.

The following conditions apply to in-service distributions:

- You must be fully vested to receive the distribution
- The amount of the distribution must not be less than $1,000

You may only request one in-service distribution during a Plan year unless an individual investment option permits more frequent in-service distributions.

You may request a hardship distribution as described below. However, individual investment products may have their own rules relating to hardship distributions which would govern your situation. If you have questions, ask your Administrator for more details.

Qualified reservist distributions. Effective as of December 22, 2010, you were/are: (i) a reservist or National Guardsman; (ii) called to active duty after September 11, 2001; and (iii) called to duty for at least 180 days or for an indefinite period, you may take a distribution of your elective deferrals under the Plan while you are on active duty, regardless of your age. The 10% premature distribution penalty tax, normally applicable to Plan distributions made before you reach age 59 1/2, will not apply to the distribution. You also may repay the distribution to an IRA, without limiting amounts you otherwise could contribute to the IRA, provided you make the repayment within 2 years following your completion of active duty.

What is a hardship distribution?

A hardship distribution may be made to satisfy certain immediate and heavy financial needs that you have. You can receive a hardship distribution from elective deferrals. A hardship distribution may only be made for payment of the following:

- Expenses for medical care (described in Section 213(d) of the Internal Revenue Code) previously incurred by you, your spouse or your dependent or necessary for you, your spouse or your dependent to obtain medical care;
- Costs directly related to the purchase of your principal residence (excluding mortgage payments);
- Tuition, related educational fees, and room and board expenses for the next twelve (12) months of post-secondary education for yourself, your spouse or dependent;
- Amounts necessary to prevent your eviction from your principal residence or foreclosure on the mortgage of your principal residence;
- Payments for burial or funeral expenses for your deceased parent, spouse, children or other dependents; or
- Expenses for the repair of damage to your principal residence that would qualify for the casualty deduction under the Internal Revenue Code.
- Federal, state, or local income taxes or penalties reasonably anticipated to result from a hardship distribution.

If you have one of the above expenses, a hardship distribution can be made only if all of the following conditions are satisfied:

- The distribution is not in excess of the amount of your immediate and heavy financial need. The amount of your immediate and heavy financial need may include any amounts necessary to pay any federal, state, or local income taxes or penalties reasonably anticipated to result from the distribution;

- You have obtained all distributions, other than hardship distributions, and all nontaxable (at the time of the loan) loans currently available under all plans maintained by your Employer;

- Your elective deferrals will be suspended for at least six (6) months after your receipt of the hardship distribution.

Any hardship distribution from elective deferrals will be limited, as of the date of distribution, to your total elective deferrals to date reduced by the amount of any previous distributions made to you from your elective deferral account. Ask the Administrator if you need further details.

ARTICLE VII
TAX TREATMENT OF DISTRIBUTIONS

What are my tax consequences when I receive a distribution from the Plan?

Generally, you must include any Plan distribution in your taxable income in the year in which you receive the distribution. The tax treatment may also depend on your age when you receive the distribution.

Qualified reservist distributions. Effective as of December 22, 2010 you were/are: (i) a reservist or National Guardsman; (ii) called to active duty after September 11, 2001; and (iii) called to duty for at least 180 days or for an indefinite period, you may take a distribution of your elective deferrals under the Plan while you are on active duty, regardless of your age. The 10% premature distribution penalty tax, normally applicable to Plan distributions made before you reach age 59 1/2, will not apply to the distribution. You also may repay the distribution to an IRA, without limiting amounts you otherwise could contribute to the IRA, provided you make the repayment within 2 years following your completion of active duty.

Can I reduce or defer tax on my distribution?

You may reduce, or defer entirely, the tax due on your distribution through use of one of the following methods:

(a) The rollover of all or a portion of the distribution you actually receive to a traditional Individual Retirement Account (IRA) or another eligible employer plan. This will result in no tax being due until you begin withdrawing funds from the traditional IRA or other eligible employer plan. The rollover of the distribution, however, MUST be made within strict time frames (normally, within 60 days after you receive your distribution). Under certain circumstances all or a portion of a distribution (such as a hardship distribution) may not qualify for this rollover treatment. In addition, most distributions will be subject to mandatory federal income tax withholding at a rate of 20%. This will reduce the amount you actually receive. For this reason, if you wish to roll over all or a portion of your distribution amount, the direct rollover option described in paragraph (b) below would be the better choice.

(b) For most distributions, you may request that a "direct rollover" of all or a portion of the distribution to either a traditional Individual Retirement Account (IRA) or another qualified employer plan willing to accept the rollover. A direct rollover will result in no tax being due until you withdraw funds from the traditional IRA or other qualified employer plan. Like the 60-day rollover, under certain circumstances all or a portion of the amount to be distributed may not qualify for this direct rollover, e.g., a distribution of less than $200 will not be eligible for a direct rollover. If you elect to actually receive the distribution rather than request a direct rollover, then in most cases 20% of the distribution amount will be withheld for federal income tax purposes.

WHENEVER YOU RECEIVE A DISTRIBUTION THAT IS AN ELIGIBLE ROLLOVER DISTRIBUTION, THE ADMINISTRATOR WILL DELIVER TO YOU A MORE DETAILED EXPLANATION OF THESE OPTIONS. HOWEVER, THE RULES WHICH DETERMINE WHETHER YOU QUALIFY FOR FAVORABLE TAX TREATMENT ARE VERY COMPLEX. YOU SHOULD CONSULT WITH A QUALIFIED TAX ADVISOR BEFORE MAKING A CHOICE.

ARTICLE VIII
PROTECTED BENEFITS AND CLAIMS PROCEDURES

Is my benefit protected?

As a general rule, your interest in your account may not be alienated. This means your interest may not be sold, used as collateral for a loan, given away or otherwise transferred. In addition, in general, your creditors may not attach, garnish or otherwise interfere with your account. However, creditor protection of Plan assets is a complex subject and may be affected by bankruptcy and other laws. If you want specific information about possible protection of your Plan account from creditors, you should consult a qualified advisor.

Are there any exceptions to the general rule?

Apart from possible access by creditors described above, there are two exceptions to the general rule. The Administrator must honor a "qualified domestic relations order." A "qualified domestic relations order" is defined as a decree or order issued by a court that obligates you to pay child support or alimony, or otherwise allocates a portion of your assets in the Plan to your spouse, former spouse, child or other dependent. If a qualified domestic relations order is received by the Administrator, all or a portion of your benefits may be used to satisfy the obligation. The Administrator will determine the validity of any domestic relations order received. You and your beneficiaries can obtain from the Administrator, without charge, a copy of the procedure used by the Administrator to determine whether a qualified domestic relations order is valid.

The second exception applies if you are involved with the Plan's administration. If you are found liable for any action that adversely affects the Plan, the Administrator can offset your benefits by the amount you are ordered or required by a court to pay the Plan. All or a portion of your benefits will be used to satisfy any such obligation to the Plan.

Can the Plan be amended?

Yes. The Employer may amend the Plan at any time. In no event, however, will any amendment authorize or permit any part of the Plan assets to be used for purposes other than the exclusive benefit of participants or their beneficiaries. Additionally, no amendment will cause any reduction in the amount credited to your account.

What happens if the Plan is discontinued or terminated?

The Employer may terminate the Plan at any time. Upon termination, no more contributions may be made to the Plan. The Administrator will notify you of any modification or termination of the Plan.

How do I submit a claim for Plan benefits?

You or your beneficiaries may make a request for any Plan benefits to which you believe you are entitled. Any such request should be in writing and should be made to the Administrator or investment provider. An investment provider may have specific forms for this purpose.

If the Administrator determines the claim is valid, then you will receive a statement describing the amount of benefit, the method or methods of payment, the timing of distributions and other information relevant to the payment of the benefit.

What if my benefits are denied?

Your request for Plan benefits will be considered a claim for Plan benefits, and it will be subject to a full and fair review. If your claim is wholly or partially denied, the Administrator will provide you with a written or electronic notification of the Plan's adverse determination. This written or electronic notification must be provided to you within a reasonable period of time, but not later than 90 days after the receipt of your claim by the Administrator, unless the Administrator determines that special circumstances require an extension of time for processing your claim. If the Administrator determines that an extension of time for processing is required, written notice of the extension will be furnished to you prior to the termination of the initial 90-day period. In no event will such extension exceed a period of 90 days from the end of such initial period. The extension notice will indicate the special circumstances requiring an extension of time and the date by which the Plan expects to render the benefit determination.

In the case of a claim for disability benefits, if disability is determined by a physician chosen by the Administrator (rather than relying upon a determination of disability for Social Security purposes), then instead of the above, the Administrator will provide you with written or electronic notification of the Plan's adverse benefit determination within a reasonable period of time, but not later than 45 days after receipt of the claim by the Plan. This period may be extended by the Plan for up to 30 days, provided that the Administrator both determines that such an extension is necessary due to matters beyond the control of the Plan and notifies you, prior to the expiration of the initial 45-day period, of the circumstances requiring the extension of time and the date by which the Plan expects to render a decision. If, prior to the end of the first 30-day extension period the Administrator determines that, due to matters beyond the control of the Plan, a decision cannot be rendered within that extension period, the period for making the determination may be extended for up to an additional 30 days, provided that the Administrator notifies you, prior to the expiration of the first 30-day extension period, of the circumstances requiring the extension and the date as of which the Plan expects to render a decision. In the case of any such extension, the notice of extension will specifically explain the standards on which entitlement to a benefit is based, the unresolved issues that prevent a decision on the claim, and the additional information needed to resolve those issues, and you will be afforded at least 45 days within which to provide the specified information.

The Administrator's written or electronic notification of any adverse benefit determination must contain the following information:

(a) The specific reason or reasons for the adverse determination.

(b) Reference to the specific Plan provisions on which the determination is based.

(c) A description of any additional material or information necessary for you to perfect the claim and an explanation of why such material or information is necessary.

(d) Appropriate information as to the steps to be taken if you or your beneficiary want to submit your claim for review.

(e) In the case of disability benefits where the disability is determined by a physician chosen by the Administrator:

(i) If an internal rule, guideline, protocol, or other similar criterion was relied upon in making the adverse determination, either the specific rule, guideline, protocol, or other similar criterion; or a statement that such rule, guideline, protocol, or other similar criterion was relied upon in making the adverse determination and that a copy of the rule, guideline, protocol, or other similar criterion will be provided to you free of charge upon request.

(ii) If the adverse benefit determination is based on a medical necessity or experimental treatment or similar exclusion or limit, either an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to your medical circumstances, or a statement that such explanation will be provided to you free of charge upon request.

If your claim has been denied and you want to submit your claim for review, you must follow the Claims Review Procedure below.

What is the Claims Review Procedure?

Upon the denial of your claim for benefits, you may file your claim for review, in writing, with the Administrator.

(a) YOU MUST FILE THE CLAIM FOR REVIEW NO LATER THAN 60 DAYS AFTER YOU HAVE RECEIVED WRITTEN NOTIFICATION OF THE DENIAL OF YOUR CLAIM FOR BENEFITS.

HOWEVER, IF YOUR CLAIM IS FOR DISABILITY BENEFITS AND DISABILITY IS DETERMINED BY A PHYSICIAN CHOSEN BY THE ADMINISTRATOR, THEN INSTEAD OF THE ABOVE, YOU MUST FILE THE CLAIM FOR REVIEW NO LATER THAN 180 DAYS FOLLOWING RECEIPT OF NOTIFICATION OF AN ADVERSE BENEFIT DETERMINATION.

(b) You may submit written comments, documents, records, and other information relating to your claim for benefits.

(c) You may review all pertinent documents relating to the denial of your claim and submit any issues and comments, in writing, to the Administrator.

(d) You will be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits.

(e) Your claim for review must be given a full and fair review. This review will take into account all comments, documents, records, and other information submitted by you relating to your claim, without regard to whether such information was submitted or considered in the initial benefit determination.

In addition to the Claims Review Procedure above, if your claim is for disability benefits and disability is determined by a physician chosen by the Administrator, then the Claims Review Procedure provides that:

(a) Your claim will be reviewed without deference to the initial adverse benefit determination and the review will be conducted by an appropriate named fiduciary of the Plan who is neither the individual who made the adverse benefit determination that is the subject of the appeal, nor the subordinate of such individual.

(b) In deciding an appeal of any adverse benefit determination that is based in whole or part on medical judgment, the appropriate named fiduciary will consult with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment.

(c) Any medical or vocational experts whose advice was obtained on behalf of the Plan in connection with your adverse benefit determination will be identified, without regard to whether the advice was relied upon in making the benefit determination.

(d) The health care professional engaged for purposes of a consultation in (b) above will be an individual who is neither an individual who was consulted in connection with the adverse benefit determination that is the subject of the appeal, nor the subordinate of any such individual.

The Administrator will provide you with written or electronic notification of the Plan's benefit determination on review. The Administrator must provide you with notification of this denial within 60 days after the Administrator's receipt of your written claim for review, unless the Administrator determines that special circumstances require an extension of time for processing your claim. If the Administrator determines that an extension of time for processing is required, written notice of the extension will be furnished to you prior to the termination of the initial 60-day period. In no event will such extension exceed a period of 60 days from the end of the initial period. The extension notice will indicate the special circumstances requiring an extension of time and the date by which the Plan expects to render the determination on review. However, if the claim relates to disability benefits and disability is determined by a physician chosen by the Administrator, then 45 days will apply instead of 60 days in the preceding sentences. In the case of an adverse benefit determination, the notification will set forth:

(a) The specific reason or reasons for the adverse determination.

(b) Reference to the specific Plan provisions on which the benefit determination is based.

(c) A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits.

(d) In the case of disability benefits where disability is determined by a physician chosen by the Administrator:

(i) If an internal rule, guideline, protocol, or other similar criterion was relied upon in making the adverse determination, either the specific rule, guideline, protocol, or other similar criterion; or a statement that such rule, guideline, protocol, or other similar criterion was relied upon in making the adverse determination and that a copy of the rule, guideline, protocol, or other similar criterion will be provided to you free of charge upon request.

(ii) If the adverse benefit determination is based on a medical necessity or experimental treatment or similar exclusion or limit, either an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to your medical circumstances, or a statement that such explanation will be provided to you free of charge upon request.

If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. However, in order to do so, you must file the suit no later than 180 days after the Administrator makes a final determination to deny your claim.

What are my rights as a Plan participant?

As a participant in the Plan you are entitled to certain rights and protections under ERISA. ERISA provides that all Plan participants are entitled to:

(a) Examine, without charge, at the Administrator's office and at other specified locations, all documents governing the Plan, including insurance contracts and collective bargaining agreements; and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

(b) Obtain, upon written request to the Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and an updated SPD. The Administrator may make a reasonable charge for copies.

(c) Receive a summary of the Plan's annual financial report. The Administrator is required by law to furnish each participant with a copy of this summary annual report.

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your Employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Administrator to provide the materials and pay you up to $110.00 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Administrator.

If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in federal court. You and your beneficiaries can obtain, without charge, a copy of the qualified domestic relations order procedures from the Administrator.

If it should happen that the Plan's fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees if, for example, it finds your claim is frivolous.

What can I do if I have questions or my rights are violated?

If you have any questions about the Plan, you should contact the Administrator. If you have any questions about this statement, or about your rights under ERISA, or if you need assistance in obtaining documents from the Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in the telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

ARTICLE IX
GENERAL INFORMATION ABOUT THE PLAN

There is certain general information that you may need to know about the Plan. This information has been summarized for you in this Article.

General Plan Information

The full name of the Plan is MRCI 403(b) Plan. It has plan number 002.

This Plan was originally effective on January 1, 1995. The amended and restated provisions of the Plan become effective on January 1, 2009.

The Plan's records are maintained on a twelve-month period of time. This is known as the "Plan year." The Plan year begins on January 1 and ends on December 31.

Valuations of the Plan are generally made daily.

The Plan will be governed by the laws of Minnesota to the extent not governed by federal law.

Benefits provided by the Plan are NOT insured by the Pension Benefit Guaranty Corporation (PBGC).

The Plan permits the payment of Plan expenses to be made from the Plan assets. If the Employer does not pay these expenses, then the expenses paid using the Plan's assets will generally be allocated among the accounts of all participants in the Plan. These expenses will be allocated either proportionately based on the value of the account balances or as an equal dollar amount based on the number of participants in the Plan. The method of allocating the expenses depends on the nature of the expense itself. For example, certain administrative (or recordkeeping) expenses would typically be allocated equally to each participant. If the Plan pays $1,000 in expenses and there are 100 participants, your account balance would be charged $10 ($1,000/100) of the expense.

What is an "hour of service" under the Plan?

An hour of service is:

(a) each hour for which you are directly or indirectly compensated by the Employer for the performance of duties during the Plan year;

(b) each hour for which you are directly or indirectly compensated by the Employer for reasons other than the performance of duties (such as vacation, holidays, sickness, disability, lay-off, military duty, jury duty or leave of absence during the Plan year); and

(c) each hour for back pay awarded or agreed to by the Employer.

You will not be credited for the same hours of service both under (a) or (b), as the case may be, and under (c).

How are hours of service credited?

You will be credited with your actual hours of service for all Plan purposes.

Employer Information

The Plan sponsor's name, address, identification number and business telephone number are:

Mankato Rehabilitation Center, Inc.
15 Map Drive
Mankato, Minnesota 56002-0328
41-0736870
507-386-5645

The Plan allows other employers to adopt its provisions. You or your beneficiaries may examine or obtain a complete list of employers, if any, who have adopted the Plan by making a written request to the Administrator.

Administrator Information

The Plan's Administrator is responsible for the day-to-day administration and operation of the Plan. For example, the Administrator maintains the Plan records, including your account information, provides you with the forms you need to complete for Plan participation and directs the payment of your account at the appropriate time. The Administrator will also allow you to review the formal Plan document and certain other materials related to the Plan. If you have any questions about the Plan and your participation, you should contact the Administrator. The Administrator may designate other parties to perform some duties of the Administrator, and some duties are the responsibility of the investment provider(s) to the Plan.

The Administrator has the complete power, in its sole discretion, to determine all questions arising in connection with the administration, interpretation, and application of the Plan (and any related documents and underlying policies). Any such determination by the Administrator is conclusive and binding upon all persons.

The name, address and business telephone number of the Plan's Administrator are:

Mankato Rehabilitation Center, Inc.
15 Map Drive
Mankato, Minnesota 56002-0328
41-0736870
507-386-5645

Service of Legal Process

Service of legal process may be made upon your Employer. Service of legal process may also be made upon the Employer's chief executive officer, any Trustee or the Administrator.

SUMMARY OF MATERIAL MODIFICATION

TO THE

MRCI 403(b) Plan

Effective January 1, 2009, Mankato Rehabilitation Center, Inc. amended your 403(b) Plan. Following is a summary of the change and it is intended to qualify as a Summary of Material Modification, as defined under Department of Labor Regulation 2520-104b-3(a). The changes on your Summary Plan Description are as follows:

How will my benefits be paid?

There are various methods by which benefits may be distributed to you from the Plan. The method depends on your marital status, as well as the elections you and your spouse make. All methods of distribution, however, have equivalent values. The rules under this Article apply to all distributions you will receive from the Plan, whether by reason of retirement, termination, or any other event which may result in a distribution of benefits.

If you waive the annuity benefit (with your spouse's consent if you are married), you may elect to receive your distribution under one of the methods described below:

- a single lump-sum payment in cash or, in certain circumstances, in property.
- monthly, quarterly, or annual installments over a period of not more than your assumed life expectancy (or your and your beneficiary's assumed life expectancies).
- Partial withdrawals for in-service and terminated distributions due to disability..

This Summary should be attached and made a permanent part of your Summary Plan Description that was distributed to you previously. The Summary Plan Description is contained within your Compendium Notebook. If you do not recall receiving one, or cannot locate a current copy, please request an additional copy. Thank you.

Sincerely,

Mankato Rehabilitation Center, Inc.

SUMMARY OF MATERIAL MODIFICATION

TO THE

MRCI 403(b) Plan

Effective January 1, 2014, Mankato Rehabilitation Center, Inc. amended your 403(b) Plan. Following is a summary of the change and it is intended to qualify as a Summary of Material Modification, as defined under Department of Labor Regulation 2520-104b-3(a). The changes on your Summary Plan Description are as follows:

Am I eligible to participate in the Plan?

Provided you are an eligible employee, you are eligible to participate in the Plan once you satisfy the Plan's eligibility conditions described in the next question. The following describes the eligibility requirements and Entry Dates that apply. You should contact the Administrator if you have questions about the timing of your Plan participation.

If you are a member of a class of employees identified below, you are not an eligible employee for all Plan purposes. The employees who are excluded are:

- certain nonresident aliens who have no earned income from sources within the United States.
- employees whose employment is governed by a collective bargaining agreement under which retirement benefits were the subject of good faith bargaining, unless such agreement expressly provides for participation in this Plan.
- employees whose jobs are defined as:
    - Independent Contractors
    - Alternative or Production Workers
    - On-Call Substitues

When am I eligible to participate in the Plan?

Provided you are an eligible employee, you will be able to make elective deferrals beginning on your date of hire.

Provided you are an eligible employee, you will be eligible to participate in Employer contributions once you satisfy the applicable age and service requirements. You will actually enter the Plan once you reach the entry date as described in the next question.

You will have met the age requirement when you attain age 18.

You will have met the service requirement when you complete two years of service.

You will have completed two years of service if you have been credited with at least 1,000 hour(s) of service during both your first twelve months of employment and your twelve months of employment that begin on the first anniversary of the date you were employed by the Employer, without an intervening break in service. (See the question "Does all my service with the Employer count for purposes of Plan eligibility?" for more information on breaks in service.)

SUMMARY OF MATERIAL MODIFICATION

TO THE

MRCI 403(b) Plan

Effective January 1, 2017, Mankato Rehabilitation Center, Inc. amended your 403(b) Plan. Following is a summary of the change and it is intended to qualify as a Summary of Material Modification, as defined under Department of Labor Regulation 2520-104b-3(a). The changes on your Summary Plan Description are as follows:

Am I eligible to participate in the Plan?

If you are a member of a class of employees identified below, you are not an eligible employee for all Plan purposes. The employees who are excluded are:

- certain nonresident aliens who have no earned income from sources within the United States.
- employees whose jobs are defined as:
    - On-Call Substitutes regularly scheduled to work less than 20 hours per week

If you are a member of a class of employees identified below, you are not an eligible employee for Employer Match and Non Elective contributions. The employees who are excluded are:

- Highly Compensated Employees
- Employees whose employment is governed by a collective bargaining agreement under which retirement benefits were the subject of good faith bargaining, unless such agreement expressly provides for participation in this Plan.
- Employees whose jobs are defined as:
    - Consumers/Clients
    - Alternative or Production Workers
    - On-Call Substitutes
    - Personal Care Assistants (PCAs)

This Summary should be attached and made a permanent part of your Summary Plan Description that was distributed to you previously. The Summary Plan Description is contained within your Compendium Notebook. If you do not recall receiving one, or cannot locate a current copy, please request an additional copy. Thank you.

Sincerely,

Mankato Rehabilitation Center, Inc.