

Important Information about the Norton Healthcare 403(b) Retirement Savings Plan

The Norton Healthcare 403(b) Retirement Savings Plan (the Plan) offers you the opportunity to save for retirement. The Plan provides access to a selection of investment options and may offer tax advantages as well.

You have previously received a notice with information about fees associated with this retirement plan. This notice contains an update for you regarding those fees.

Effective March 1, 2017, the annual plan administrative expense per participant will decrease from 0.22% to 0.18%. One twelfth of this annual amount will be deducted on a monthly basis from each participant's account balance. The dollar amount of the expense can be found by logging in to the secure website at **principal.com** and on participant statements. Plan administrative expenses typically include items such as recordkeeping, participant website access, participant statements, plan compliance services and financial services.

Save a Tree While Saving for Your Future!

Norton Healthcare will be moving to paperless quarterly retirement plan statements effective March 31, 2017, with one mailed paper statement each December 31. Online statements offer great benefits including:

- Secure access to your account information
- Receiving your statement faster
- Reducing paper waste
- Access to your most current retirement statement, including up to 18 months of past statements which can be accessed online

To receive notification of when the most recent quarterly statement is available online, it's important that your email address with Principal® is current! Login to your account at **principal.com**, go to **Your Profile** under **Contact Information**, and select **Update Email Address**. You will receive an email at that address notifying you when your electronic statement is available to view.

You have a right to receive a paper copy of your quarterly statement free of charge. If at any time you would like to change how you receive your statement, go to **Your Profile/Preferences/Subscription & Email Preferences** on **principal.com** to indicate your mailing preference.

To learn more

To learn more about the retirement plan, fees and the investment options available under the Plan, visit **principal.com**. If you have questions contact Principal at 800-547-7754. Retirement specialists are available to assist you Monday – Friday from 8 a.m. – 10 p.m. ET.