

**MEDICAL EDUCATION AND RESEARCH INSTITUTE EMPLOYEES' 401(K) PROFIT SHARING PLAN  
PLAN HIGHLIGHTS**

**IMPORTANT:** *This is a summary of the plan features. For full details, please refer to the Summary Plan Description.*

| <b>Eligibility</b>   |  |
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| <b>Excluded Employees:</b>   | The following employees are excluded from the Plan: <ul style="list-style-type: none"> <li>• Employees covered by a collective bargaining agreement</li> <li>• Leased employees</li> <li>• Non-resident aliens</li> </ul>  |
| <b>Elective Deferral Contributions, Non-Safe Harbor Matching Contributions and Safe Harbor Matching Contributions:</b> | You must meet the following criteria to be eligible to make Elective Deferral Contributions and receive Non-Safe Harbor Matching Contributions and Safe Harbor Matching Contributions: <ul style="list-style-type: none"> <li>• You must attain age 21</li> <li>• You must complete one (1) Year of Eligibility Service, during which you complete 1000 hours of service.</li> </ul>   |
| <b>Enrollment Periods</b>  |  |
| <b>Elective Deferral Contributions, Non-Safe Harbor Matching Contributions and Safe Harbor Matching Contributions:</b> | On the first day of each plan quarter coincident with or next following the time you meet the eligibility criteria specified above.<br><br><u>If you do not turn in enrollment forms, you may be automatically enrolled in the Plan.</u> A notice will be provided with details prior to the beginning of each plan year.  |
| <b>Contributions</b>   |  |
| <b>Elective Deferral:</b>  | You may elect to defer up to 100% of your Compensation on a pre-tax basis. You may elect to change your elections to contribute to the Plan on the dates established pursuant to Plan Administrator procedures. Federal law also limits the amount you may elect to defer under the Plan (\$18,000 in 2017). However, if you are age 50 or over, you may defer an additional amount up to \$6,000 (in 2017).   |
| <b>Matching Contributions</b>  | The Company will make a Matching Contribution on your behalf in an amount equal to 100% of your contributions that are not in excess of 5% of your Compensation. The Company may, in its sole discretion, make Matching Contributions in addition to those described above.  |
| <b>Rollovers:</b>  | The Plan may accept a Rollover Contribution made on behalf of any Eligible Employee, regardless of whether such Employee has met the age and service requirements of the Plan. An Eligible Employee who has not yet met any of the eligibility requirements of the Plan will be deemed a Participant only with respect to amounts, if any, in his Rollover Contribution Account.   |
| <b>Vesting</b>   |  |
| <b>Fully Vested Accounts:</b>  | You will have a fully vested and nonforfeitable interest in your Elective Deferral Account, Rollover Contribution Account, Safe Harbor Matching Contribution Account and Discretionary Non-Safe Harbor Matching Contribution Account.  |
| <b>Investing Plan Contributions</b>  |  |
| <b>Investments:</b>  | You may direct the investment of all of your Accounts in one or more of the available Investment Funds. Your elections will be subject to such rules and limitations as the Plan Administrator may prescribe. The Plan Administrator may restrict investment transfers to the extent required to comply with applicable law.<br><br>The Plan is intended to constitute a plan described in section 404(c) of ERISA. This means that Plan fiduciaries may be relieved of liability for any of your losses that are the result of your investment elections. |
| <b>Distributions and Loans</b>   |  |

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| <b>Distributions from the plan:</b>   | You may receive a distribution from your account under the following circumstances:<br>Immediately after your employment terminates<br>Hardship (limited accounts)<br>After age 59 1/2<br>From the Rollover Contribution Account at any time<br>Death   |
| <b>Loans:</b>   | The minimum loan amount is \$1,000 and the maximum number of loans outstanding is 1.  |
| <b>Account Balances after Leaving Employment with MERI:</b>   | Should an employee no longer be employed with MERI, the following may happen unless a request is made within 3 months to arrange an alternative action such as a rollover or cash out request by completing and submitting the appropriate distribution forms:<br><ol style="list-style-type: none"> <li>1. Accounts with balances up to \$1000 will be distributed directly to the employee at their last known address.</li> <li>2. Accounts with balances greater than \$1000 and less than \$5000 will automatically be transferred into a vested IRA account in the employee's name at MG Trust Company. The employee will no longer considered a part of the MERI 401(k) plan. Future contacts should be made directly with MG Trust Company Trust team line, 1-888-947-3472 option 1. General website: <a href="http://www.mgtrustononline.com">www.mgtrustononline.com</a></li> <li>3. Accounts with balances greater than \$5000 may remain in the plan until such a time that the former employee requests a distribution.</li> </ol> |
| <b>Contact Information</b>  |   |
| Plan Administrator:<br>Medical Education and Research Institute<br>Address: 44 South Cleveland Street, Memphis, TN 38104<br>Phone number: 901-722-8001  |   |
| <i>Note: These plan highlights are intended to be a very concise overview of plan features. For a detailed description of plan features, please review the Summary Plan Description or contact the Plan Administrator for more information. The plan features described in these plan highlights are subject to change and in the event of a discrepancy between the legal plan document and these highlights (or any other summary of plan features), the plan document shall control.</i> |   |