

FOCUS

ON YOUR FUTURE

PLAN HIGHLIGHTS



Effective January 2017

VITAS Healthcare Corporation 401(k) Plan

VITAS[®]
Healthcare

VITAS is proud to offer a retirement savings plan to help you focus on your future.

Eligibility

The VITAS Healthcare Corporation 401(k) Plan (hereafter referred to as 401(k) plan or plan) is open to most employees of VITAS, regardless of full-time, part-time, or per diem status, as long as two conditions are met: you must be 21 years of age, and you must be employed by VITAS for 60 days. There are a few categories of employees who are not eligible to participate in the plan:

- Employees covered under a collective bargaining agreement
- Non-resident aliens who do not receive any compensation from U.S. sources
- Leased employees
- Physicians who are contracted to work only on an “As Needed” basis (those physicians who do not have “devoted hours” stated in the contract)

Eligible employees may begin participating in the 401(k) plan and receiving employer matching contributions on the first day of the month following 60 days of employment.

Employee contributions

You can contribute up to 80% of your eligible compensation to the 401(k) plan as pretax contributions or Roth after-tax contributions (or a combination of both), not to exceed the maximum allowed by the Internal Revenue Service (IRS). In 2017, the limit is \$18,000; it's \$24,000 if you are age 50 or older. You can increase or decrease your contribution rate one time per month. Changes will take effect the first pay period of the following month.

With pretax contributions, you contribute money before taxes are withheld and pay taxes on contributions and on any earnings upon withdrawal.

If you make Roth contributions, you contribute money after taxes have been withheld. Your contributions and any earnings are tax-free upon withdrawal, provided your withdrawal is a qualified distribution. A qualified distribution is one that's taken after your Roth account has been established for at least five years (as measured from the date of your first contribution) and after one of the following requirements has been met: (1) you've reached age 59½ or (2) the reason for the withdrawal is your death or total disability.

Withdrawals from your Roth account that do not meet these conditions are considered nonqualified withdrawals and are subject to ordinary income tax. In addition, you may be assessed a 10% federal tax penalty for early withdrawal.

Employer contributions

Once you have been employed for 60 days, VITAS will match \$.25 for every \$1.00 you contribute to the 401(k) plan, up to 5% of your eligible compensation. Be sure to contribute at least 5% to take full advantage of this valuable perk.

Please note: Employer matching contributions on your Roth contributions are deposited into your account on a pretax basis and will be taxable upon distribution.

Vesting

Being fully vested means you have 100% ownership of the assets in your 401(k) plan. You are always 100% vested in your contributions and any earnings from them. To become vested in employer contributions, you must satisfy a certain number of years of vesting service. A year of vesting service is one in which you work 1,000 hours or more during the calendar year. You will become vested in the VITAS employer contributions according to the following schedule:

Please see the plan document for a full description of vesting and exceptions to the vesting schedule.



Years of service	Percent vested
Less than 1	0%
1	25%
2	50%
3	75%
4	100%

Loans

The 401(k) plan is intended to help you put aside money for the future. However, your plan includes a feature that allows you to take a general purpose or primary residence loan. Please consult our Customer Contact Center for details about the availability of loans under the 401(k) plan. In addition, you may wish to check for information about loan fees, repayment, and the pros and cons of borrowing from your 401(k) plan. Loans must be repaid through direct debit from a personal bank account.

Withdrawals of balances

You can withdraw money from your account when one of the following events occurs:

- Severance from employment
- Attainment of age 59½
- Financial hardship
- Disability
- Death
- Attainment of normal retirement age (defined as age 65 in the 401(k) plan)

Taxes are due upon distribution, and withdrawals taken before you reach age 59½ may be subject to an additional 10% federal tax penalty. Consult your tax advisor before withdrawing any money from your account. See your Summary Plan Description for details on taking withdrawals.

Investment options

To decide how to invest, simply choose the investment option that best fits your financial goals and your plans for retirement. As your situation changes over time, you may want to consider changing your investment approach.

VITAS Healthcare Corporation 401(k) Plan			
Equity Style Grid			
	Value	Blend	Growth
Large	Invesco Diversified Dividend Y	Vanguard Institutional Index I	T. Rowe Price Growth Stock
Mid	Wells Fargo Special Mid Cap Value R6	Fidelity Mid Cap Index Premium Fund	T. Rowe Price Mid-Cap Growth Janus Enterprise I
Small	DFA U.S. Targeted Value I	Fidelity Small Cap Index Premium Fund	T. Rowe Price New Horizons
Fixed Income/Stable Value/ Money Market		Asset Allocation/ Target Date Funds	International/ World Stock
Pioneer Bond Y Lincoln Stable Value Federated U.S. Treasury Cash Reserves Inst.		American Funds American Balanced R6 Vanguard Target Retirement Suite	MFS Intl Diversification R3 American Funds New Perspective R5

Make an all-in-one choice

Ready to save in the plan, but don't have the time or inclination to decide which direction to take your investments? It's easy to get started with a target-date fund. Simply choose your fund based on the year you expect to start withdrawing assets, typically at retirement. The fund's risk level will gradually become more conservative over time.

The target date is the approximate date when investors plan to retire or start withdrawing their money. The plan offers the Vanguard Target Retirement Funds, which continue to make asset allocation changes for approximately seven years following the target date. At that time, the fund's allocation will mirror the Vanguard Target Retirement Income Fund. The principal value is not guaranteed at any time, including at the target date. An asset allocation strategy doesn't guarantee performance or protect against investment losses.

Fund name	Ticker	Fund style	Fund description
Vanguard Target Retirement Income Fund	VTINX	Balanced: Target-date	Each Target Retirement Fund is designed to provide an investment portfolio for investors who would rather use asset allocations developed by Vanguard than build their own retirement investment portfolios. The funds are constructed on the basis of investment experience showing that stocks, over the long term, generally provide more growth opportunities and greater risk than bonds, and bonds generally provide more income and lower volatility than stocks. The year in the fund name refers to the approximate year (the target date) when an investor in the fund intends to retire and leave the workforce. The year-specific Target Retirement Funds strive to produce more income and lower volatility as the target year approaches.
Vanguard Target Retirement 2010 Fund	VTENX		
Vanguard Target Retirement 2015 Fund	VTXVX		
Vanguard Target Retirement 2020 Fund	VTWNX		
Vanguard Target Retirement 2025 Fund	VTTVX		
Vanguard Target Retirement 2030 Fund	VTHRX		
Vanguard Target Retirement 2035 Fund	VTTX		
Vanguard Target Retirement 2040 Fund	VFORX		
Vanguard Target Retirement 2045 Fund	VTIVX		
Vanguard Target Retirement 2050 Fund	VFIFX		
Vanguard Target Retirement 2055 Fund	VFFVX		
Vanguard Target Retirement 2060 Fund	VTTSX		

Do it yourself

This option allows you to learn about investments and to build your own portfolio from the funds in the investment lineup offered by your plan. Of course, when it comes to retirement plan investing, even do-it-yourselfers don't have to go it alone. Lincoln is committed to making sure you have the personal assistance, information, and tools you need to make informed decisions.

Fund name	Ticker	Fund style	Fund description
American Funds American Balanced R6	RLBGX	Balanced: High/moderate Allocation	The investment objectives of the fund are: (1) conservation of capital, (2) current income and (3) long-term growth of capital and income.
American Funds New Perspective R5	RNPFX	Stock: International/ World Stock	The fund's primary investment objective is to provide you with long-term growth of capital. Future income is a secondary objective.
DFA U.S. Targeted Value I'	DFFVX	Stock: U.S. Small Value	The investment seeks long-term capital appreciation. The U.S. Targeted Value Portfolio, using a market capitalization weighted approach, purchases a broad and diverse group of the readily marketable securities of U.S. small and mid cap companies that the advisor determines to be value stocks. The U.S. Targeted Value Portfolio may use derivatives, such as futures contracts and options on futures contracts for U.S. equity securities and indices, to adjust market exposure based on actual or expected cash inflows to or outflows from the portfolio.

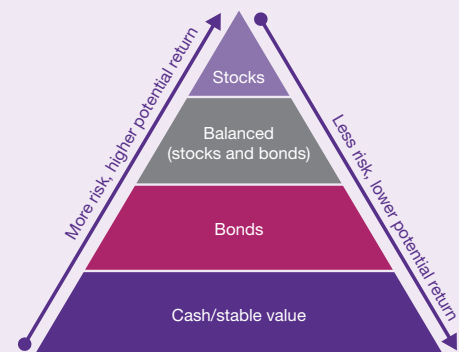
Fund name	Ticker	Fund style	Fund description
Federated U.S. Treasury Cash Reserves Inst	UTIXX	Cash: Money Market	The investment seeks to achieve current income consistent with stability of principal and liquidity. The fund invests only in a portfolio of U.S. Treasury securities maturing in 397 days or less that pay interest exempt from state personal income tax. In pursuing its investment objective and implementing its investment strategies, the fund will comply with Rule 2a-7 under the Investment Company Act of 1940 ("Rule 2a-7"). It normally invests less than 80% of its net assets (plus any borrowings for investment purposes) in U.S. Treasury investments.
Fidelity Mid Cap Index Premium Fund	F5CKX	Stock: Mid-Cap Blend	The fund seeks to provide investment results that correspond to the total return of stocks of mid-capitalization United States companies.
Fidelity Small Cap Index Premium Fund	F5SVX	Stock: Small Blend	The fund seeks to provide investment results that correspond to the total return of stocks of small-capitalization United States companies.
Invesco Diversified Dividend Y	LCEYX	Stock: Large Value	The fund's investment objective is long-term growth of capital and, secondarily, current income.
Janus Enterprise I	JMGRX	Stock: Mid-Cap Growth	The fund seeks long-term growth of capital.
Lincoln Stable Value	LNGPA	Stable Value	The primary investment objective is to maximize after-tax GAAP investment income net of cost of capital consistent with the long-term preservation of capital. Strong consideration is given to credit quality, required surplus, liquidity, interest rate risk, taxes, and competitive crediting rates. The overall investment strategy is executed within the context of prudent asset/liability management (ALM) and the constraints of the applicable law and regulation. Overall, the portfolio is managed to achieve an average quality of A to A-. We see to it that the portfolio has adequate diversification by limiting the amounts of investments in any asset class, sector, industry, or issuer in the market. We also ensure that the portfolio has adequate liquidity in order to fulfill any unanticipated cash needs. Risk is further limited by restrictions on below investment grade securities and equity investments.
MFS® International Diversification R3 ^{3,6}	MDIHX	Stock: Foreign Large Blend	The investment seeks capital appreciation. The fund is designed to provide diversification within the international asset class by investing the majority of its assets in other mutual funds advised by the advisor, which are referred to as underlying funds. The advisor seeks to diversify the fund's investments in terms of market capitalization (by including large, mid, and/or small cap underlying funds), by style (by including both growth and value underlying funds), and by geographic region (by including developed and emerging market underlying funds).
Pioneer Bond Fund Class Y ⁵	PICYX	Bond: Intermediate-Term Bond	The investment seeks total return (composed of capital appreciation and income) that consistently exceeds the total return of the U.S. dollar-denominated investment-grade bond market. The fund seeks current income by investing primarily in an investment-grade portfolio, consistent with capital preservation and prudent investment risk, to help provide a steady stream of dividend income to meet immediate and long-term needs and, potentially, to diversify an investor's overall holdings.
T. Rowe Price Growth Stock	PRGFX	Stock: U.S. Large Growth	The investment seeks long-term capital growth through investments in stocks. The fund will normally invest at least 80% of its net assets (including any borrowings for investment purposes) in the common stocks of a diversified group of growth companies. While most assets will typically be invested in U.S. common stocks, the fund may invest in foreign stocks in keeping with the fund's objectives.

Fund name	Ticker	Fund style	Fund description
T. Rowe Price Mid-Cap Growth	RPMGX	Stock: U.S. Mid-Cap Growth	The investment seeks long-term capital appreciation. The fund normally invests at least 80% of net assets (including any borrowings for investment purposes) in a diversified portfolio of common stocks of mid-cap companies whose earnings T. Rowe Price expects to grow at a faster rate than the average company. It defines mid-cap companies as those whose market capitalization falls within the range of either the S&P MidCap 400 Index or the Russell Midcap Growth Index. While most assets will typically be invested in U.S. common stocks, the fund may invest in foreign stocks in keeping with the fund's objectives.
T. Rowe Price New Horizons ¹	PRNHX	Stock: U.S. Small Growth	The investment seeks long-term capital growth. The fund invests primarily in a diversified group of small, emerging growth companies, preferably early in their corporate life cycle before the companies become widely recognized by the investment community. The fund may also invest in companies that offer the possibility of accelerating earnings growth because of rejuvenated management, new products, or structural changes in the economy.
Vanguard Institutional Index I ⁷	VINIX	Stock: U.S. Large Blend	The investment seeks to track the performance of a benchmark index that measures the investment return of large-capitalization stocks. The fund employs an indexing investment approach designed to track the performance of the Standard & Poor's 500 Index, a widely recognized benchmark of U.S. stock market performance that is dominated by the stocks of large U.S. companies. It attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.
Wells Fargo Special Mid Cap Value R6 ¹	WFPRX	Stock: Mid-Cap Value	The investment seeks long-term capital appreciation. The fund invests, under normal circumstances, at least 80% of its net assets for investment purposes in common stocks and up to 25% in equity securities of foreign issuers, including ADRs and similar investments. The fund invests principally in common stocks of small-and medium-capitalization domestic and foreign companies, which are defined as those with market capitalizations falling within the ranges of the Russell 2000 [®] Index and the Russell Midcap [®] Index at the time of purchase.

Understanding investment types

Generally, the greater the risk of an investment option, the greater the potential return; the lower the risk, the lower the potential return. The investment pyramid shows the relative risk and potential return of the three major asset classes, as well as balanced and stock options. As you move up the pyramid, both the risk and the potential return increase.

Please note: There are significant differences in risk among investment options within these asset classes.



Tools and resources to help you focus on your future

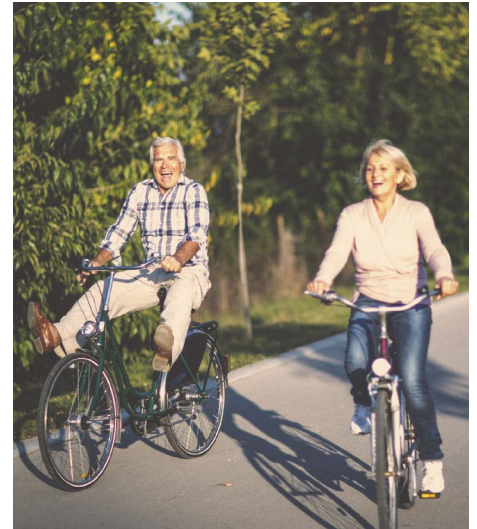
Lincoln Financial is dedicated to helping you prepare for retirement. These tools may help you reach your financial goals.



In person

Get some face time! Lincoln Financial retirement consultants are available to help you understand how these changes may affect your account so you can make the most of your plan. They have all the retirement know-how you need and are happy to meet, one-on-one, to:

- Help you determine how much you may need to save to live the retirement you envision
- Show you how saving a little more may impact your paycheck
- Assess your risk tolerance so your portfolio is compatible with you
- Provide information and access to sample asset allocation portfolios
- Calculate your anticipated retirement income so you can see how prepared you are for the future
- Help you with retirement distribution planning
- Perform an annual retirement checkup



To find out the name of the retirement consultant in your area, call Doris Obregon at 786-720-9728 or Michelle Cox at 855-831-8422.

Beneficiary information

If you haven't done so recently, now is a great time to update your beneficiary information via one of the following ways:



Online

Log on to [LincolnFinancial.com](https://www.lincolffinancial.com).



Over the phone

Contact a customer service representative at 800-234-3500, Monday through Friday, between 8:00 a.m. and 8:00 p.m. Eastern.



Powerful results of participants who work with a retirement consultant¹

98% overall satisfaction when a participant meets with a retirement consultant

4 times more confident in the retirement plan

¹ Lincoln Financial Group Plan Participant Satisfaction Research, 2016.



Disclosures:

- ¹ Funds that invest in small and/or midsize company stocks typically involve greater risk, particularly in the short term, than those investing in larger, more established companies.
- ² An investment in a money market fund is not insured or guaranteed by the FDIC or any other government agency. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it is possible to lose money by investing in the fund.
- ³ Investing internationally involves risks not associated with investing solely in the United States, such as currency fluctuation, political risk, differences in accounting, and the limited availability of information.
- ⁴ Asset allocation does not ensure a profit or protect against loss in a declining market.
- ⁵ The return of principal in bond portfolios is not guaranteed. Bond portfolios have the same interest rate, inflation, credit, prepayment, and market risks that are associated with the underlying bonds owned by the fund (or account).
- ⁶ This Fund is operated as a fund of funds that invests primarily in other funds rather than in individual securities. Funds of this nature may be more expensive than other investment options. These Funds are asset allocation funds; asset allocation does not ensure a profit or protect against loss.
- ⁷ An index is unmanaged, and one cannot invest directly in an index.
- ⁸ The Lincoln Stable Value Account is a fixed annuity contract issued by The Lincoln National Life Insurance Company, Fort Wayne, IN 46802 on Form 28866-SV 01/01, 28866-SV20 05/04, 28866-SV90 05/04, AN 700 01/12, or AR 700 10/09. Guarantees for the Lincoln Stable Value Account are subject to the claims-paying ability of the issuer.

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Mutual funds in the *Lincoln Alliance*® program are sold by prospectus. An investor should consider carefully the investment objectives, risks, and charges and expenses of the investment company before investing. The prospectus and, if available, the summary prospectus contain this and other important information and should be read carefully before investing or sending money. Investment values will fluctuate with changes in market conditions so that, upon withdrawal, your investment may be worth more or less than the amount originally invested. Prospectuses for any of the mutual funds in the *Lincoln Alliance*® program are available at 800-234-3500.

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