

Short-Form EGTRRA DB Prototype Provision Summary

The following list summarizes the Short-form DB provisions found in the plan document. These are the areas where there are no Adoption Agreement options.

This summary does not replace the plan document. Please refer to the plan document for more information regarding these provisions.

Provision Area	Summary of Plan Document Provision
Actuarial Assumptions / IRC sec. 417(e)	As specified in the Adoption Agreement in item D8. However, for IRC sec. 417(e) purposes, the “stability period” is the Plan Year and the “look back month” is the second calendar month preceding that Plan Year. (See plan document section 3.1.2(d).)
Advance Distributions Timing of Distributions	Participants who terminated employment due to resignation or discharge before reaching Normal Retirement Age may request a distribution as of a date within a reasonable period after the Anniversary Date coinciding with or next following the date of termination. (See plan document section 2.5.2.)
Average Annual (or Monthly) Compensation	Average Monthly Compensation, with the averaging period and included years specified in the Adoption Agreement. (See plan document Definitions.)
Anniversary Date	Last day of the Plan Year. (See plan document Definitions.)
Break in Service	Failure to complete more than 500 hours during the applicable computation period. (See plan document Definitions.)
Compensation	415(c)(3) compensation as described in Section 3.1.2(d)(3)(iii) of the Plan (excludes all salary deferrals). For 401(a)(17) limit purposes before January 1, 2002, the limit is \$200,000 without the permitted phase-in. (See plan document Definitions.) The same definition of Compensation (415(c)(3) excluding all deferrals) applies for all plan purposes, including 416/ Top-Heavy and 415/Limitations. (See plan document sections 2.6.2(b) and 3.1.2(d), respectively.)
Compensation Computation Period	Plan Year. Compensation for the initial Plan Year of participation is Compensation for the full Plan Year ending in the initial year of participation. (See plan document Definitions.)
Disability Retirement	Short Form document does not provide for Disability Retirement benefits.
Early Retirement	Short Form document does not provide for Early Retirement benefits.
Electromechanical communications	Electromechanical communications permitted between all parties. (See plan document section 3.3.6. This same provision applies to all DATAIR EGTRRA DB plan document types.)
Eligibility Computation Period	Switches to the Plan Year after the initial Eligibility Computation Period. (See plan document Definitions.)
Eligible Employee	All Employees, including Employees of certain related businesses and Leased Employees, but excluding <ul style="list-style-type: none"> • members of a collective bargaining unit and • non-resident aliens An Employer that is a member of a controlled group or affiliated service group must adopt this Plan for its Employees to be eligible to participate in this Plan. (See plan document Definitions.)
Highly Compensated Employee	The top-paid group election always applies. (See plan document Definitions.)

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Hour of Service	If records of hours are not maintained, use the equivalency of 10 Hours of Service if credited with at least one Hour of Service during the day. (See plan document Definitions.)
Life insurance	Life insurance may be purchased at the option of the Plan Administrator. The Death Benefit provided by the insurance contract cannot exceed the greater of: <ul style="list-style-type: none"> • one hundred (100) times the monthly Normal Retirement Benefit or • the amount of the Death Benefit specified in the Adoption Agreement. (See plan document section 3.4.1.)
Limitation Year	Plan Year. (See plan document Definitions.)
Loans	Loans are not permitted. (See plan document section 3.5.1.)
Normal Form of Benefit	Single Life Annuity. (See plan document Definitions.)
Normal Retirement Date	The first day of the month coincident with or next following the date Normal Retirement Age is attained. (See plan document Definitions.)
Reemployment / Vesting	5-year break in service rule applies to Vesting Service. (See plan document section 2.4.2.)
Year of Eligibility Service	1,000 Hours of Service during the Eligibility Computation Period. (See plan document Definitions.)
Years of Vesting Service	Plan Years in which a Participant is credited with at least 1,000 Hours of Service but excluding Years of Service <ul style="list-style-type: none"> • prior to age 18, and • prior to the effective date of this Plan. (See plan document Definitions.)
Mandatory Cash-out and Automatic Rollover provisions	The mandatory cash-out threshold is \$5,000. Include Rollover Contributions when determining the present value of the nonforfeitable benefit. An automatic Direct Rollover is the default form of distribution when the present value of the nonforfeitable benefit is greater than \$1,000. (See plan document section 2.3.13.)
Predecessor Employers	There are no options for specifying the treatment of service with predecessor or prior employers within the Short-form Adoption Agreement.
QDROs (Qualified Domestic Relations Orders)	Distributions to an Alternate Payee are permitted while the Participant continues to be employed on or after the date a Domestic Relations Order is determined to be a Qualified Domestic Relations Order by the Plan Administrator. (See plan document section 3.10.8.)
Residual Assets	Revert to the Employer. (See plan document section 2.5.9.)
Rollovers / Transfers (Portability)	The Plan does not permit Rollovers into the Plan. (See plan document section 3.9.3.)
Vesting	Upon the death of a Participant, 100% vesting applies. Otherwise, based on the vesting schedule selected in the Adoption Agreement. . (See plan document section 2.4.1.)

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<p>Top-Heavy Provisions</p>	<p>Compensation for Top-Heavy minimum benefit purposes is compensation as defined in plan section 2.6.2(b)(iii) (415 safe-harbor compensation, excluding deferrals), excluding post severance compensation.</p> <p>Highest Average Compensation is the average of the highest consecutive 5 years of compensation while a Participant, excluding years in which the plan was not Top-Heavy. The Top-Heavy minimum benefit is 2% of the Participant's Highest Average Compensation, multiplied by his Years of Service in which he completed 1,000 Hours of Service, excluding years:</p> <ul style="list-style-type: none"> • prior to 1984, • prior to the adoption of the Plan, • prior to participation, • in which an Employee did not earn a Year of Credited Service, and • when the Plan was not Top-Heavy. <p>The Top-Heavy minimum benefit is payable as a Single Life Annuity (the Normal Form of Benefit).</p> <p>The Top-Heavy vesting schedule is the same as the Plan's non-Top-Heavy schedule.</p> <p>Interest and mortality rates for Top-Heavy purposes are the same as those specified for Actuarial Equivalence.</p> <p>(See plan document Part 2, Article 6.)</p>
<p>Trustee Authority</p>	<p>Action will be taken at the direction of the majority. (See trust document section 2.2.)</p>