

“LEGAL NOTICES REGARDING PLAN BENEFITS”

These legally required notices contain important information about benefits payable from your Plan. The notices are general in nature, and some of the notices may not apply to your Plan or the type of distribution you have requested from your Plan. The paper forms or the telephone, Internet or other electronic instructions used to process your benefit transaction will refer to the notices below that are applicable to the particular distribution(s) you are requesting. You should refer to the summary plan description for a full description of the features of your Plan.

Special Tax Notice Regarding Plan Payments

This notice (referred to as the “Special Tax Notice Regarding Plan Payments”, or a “402(f) Notice”) explains how you can continue to defer federal income tax on your retirement savings in your Plan and contains important information you will need before you decide how to receive your Plan benefits. This notice is provided to you by the plan administrator identified in the summary plan description for your Plan (your “Plan Administrator”) because all or part of the payment that you will soon receive from the Plan may be eligible for rollover by you or your Plan Administrator to a traditional IRA or an eligible employer plan. A rollover is a payment by you or the Plan Administrator of all or part of your benefit to another plan or IRA that allows you to continue to postpone taxation of that benefit until it is paid to you. Your payment cannot be rolled over to a Roth IRA, a SIMPLE IRA, or a Coverdell Education Savings Account (formerly known as an education IRA). An “eligible employer plan” includes a plan qualified under section 401(a) of the Internal Revenue Code, including a 401(k) plan, profit-sharing plan, defined benefit plan, stock bonus plan, and money purchase plan; a section 403(a) annuity plan; a section 403(b) tax-sheltered annuity; and an eligible section 457(b) plan maintained by a governmental employer (“governmental 457 plan”). An eligible employer plan is not legally required to accept a rollover. Before you decide to roll over your payment to another employer plan, you should find out whether the plan accepts rollovers and, if so, the types of distributions it accepts as a rollover. You should also find out about any documents that are required to be completed before the receiving plan will accept a rollover. Even if a plan accepts rollovers, it might not accept rollovers of certain types of distributions, such as after-tax amounts. If this is the case, and your distribution includes after-tax amounts, you may wish instead to roll your distribution over to a traditional IRA or split your rollover amount between the employer plan in which you will participate and a traditional IRA. If an employer plan accepts your rollover, the plan may restrict subsequent distributions of the rollover amount or may require your spouse’s consent for any subsequent distribution. A subsequent distribution from the plan that accepts your rollover may also be subject to different tax treatment than distributions from this Plan. Check with the administrator of the plan that is to receive your rollover prior to making the rollover. If you have additional questions after reading this notice, you can call your Plan’s toll-free number or contact your Plan Administrator at the address set forth in the summary plan description for the Plan.

Summary

There are two ways you may be able to receive a Plan payment that is eligible for rollover:

- (1) Certain payments can be made directly to a traditional IRA that you establish or to an eligible employer plan that will accept it and hold it for your benefit (“DIRECT ROLLOVER”); or
- (2) The payment can be PAID TO YOU.

If you choose a DIRECT ROLLOVER:

- Your payment will not be taxed in the current year and no income tax will be withheld.
- You choose whether your payment will be made directly to your traditional IRA or to an eligible employer plan that accepts your rollover. Your payment cannot be rolled over to a Roth IRA, a SIMPLE IRA, or a Coverdell Education Savings Account because these are not traditional IRAs.

- The taxable portion of your payment will be taxed later when you take it out of the traditional IRA or the eligible employer plan. Depending on the type of plan, the later distribution may be subject to different tax treatment than it would be if you received a taxable distribution from this Plan.

If you choose to have a Plan payment that is eligible for rollover PAID TO YOU:

- You will receive only 80% of the taxable amount of the payment, because the Plan Administrator is required to withhold 20% of that amount and send it to the IRS as income tax withholding to be credited against your taxes.
- The taxable amount of your payment will be taxed in the current year unless you roll it over. Under limited circumstances, you may be able to use special tax rules that could reduce the tax you owe. However, if you receive the payment before age 59^{1/2}, you may have to pay an additional 10% tax.
- You can roll over all or part of the payment by paying it to your traditional IRA or to an eligible employer plan that accepts your rollover within 60 days after you receive the payment. The amount rolled over will not be taxed until you take it out of the traditional IRA or the eligible employer plan.
- If you want to roll over 100% of the payment to a traditional IRA or an eligible employer plan, you must find other money to replace the 20% of the taxable portion that was withheld. If you roll over only the 80% that you received, you will be taxed on the 20% that was withheld and that is not rolled over.

Your Right to Waive the 30-Day Notice Period.

Generally, neither a direct rollover nor a payment can be made from the plan until at least 30 days after your receipt of this notice. Thus, after receiving this notice, you have at least 30 days to consider whether or not to have your withdrawal directly rolled over. If you do not wish to wait until this 30-day notice period ends before your election is processed, you may waive the notice period by making an affirmative election indicating whether or not you wish to make a direct rollover.

I. PAYMENTS THAT CAN AND CANNOT BE ROLLED OVER

Payments from the Plan may be “eligible rollover distributions.” This means that they can be rolled over to a traditional IRA or to an eligible employer plan that accepts rollovers. Payments from a plan cannot be rolled

over to a Roth IRA, a SIMPLE IRA, or a Coverdell Education Savings Account. Your Plan Administrator should be able to tell you what portion of your payment is an eligible rollover distribution.

After-tax Contributions. If you made after-tax contributions to the Plan, these contributions may be rolled into either a Traditional IRA or to an employer plan qualified under Code section 401(a) that accepts rollovers of the after-tax contributions. The following rules apply:

- a. Rollover into a Traditional IRA.** You can roll over your after-tax contributions to a traditional IRA either directly or indirectly. Your Plan Administrator should be able to tell you how much of your payment is the taxable portion and how much is the after-tax portion.

If you roll over after-tax contributions to a traditional IRA, it is your responsibility to keep track of, and report to the IRS on the applicable forms, the amount of these after-tax contributions. This will enable the nontaxable amount of any future distributions from the traditional IRA to be determined.

Once you roll over your after-tax contributions to a traditional IRA, those amounts CANNOT later be rolled over to an employer plan.

- b. Rollover into an Employer Plan.** You can roll over after-tax contributions from this Plan to another employer plan that is qualified under Code section 401(a) using a direct rollover if the other plan provides separate accounting for amounts rolled over, including separate accounting for the after-tax employee contributions and earnings on those contributions. You CANNOT roll over after-tax contributions from this Plan to a section 403(a) annuity plan, a section 403(b) tax-sheltered annuity, or to a governmental 457 plan. If you want to roll over your after-tax contributions to an employer plan that accepts these rollovers, you cannot have the after-tax contributions paid to you first. You must instruct the Plan Administrator of this Plan to make a direct rollover on your behalf. Also, you cannot first roll over after-tax contributions to a traditional IRA and then roll over that amount into an employer plan.

The following types of payments cannot be rolled over:

Payments Spread over Long Periods. You cannot roll over a payment if it is part of a series of equal (or almost equal) payments that are made at least once a year and that will last for:

- Your lifetime (or a period measured by your life expectancy), or
- Your lifetime and your beneficiary’s lifetime (or a period measured by your joint life expectancies), or
- A period of 10 years or more.

Required Minimum Payments. Beginning when you reach age 70^{1/2} or retire, whichever is later, a certain portion of your payment cannot be rolled over because it is a “required minimum payment” that must be paid to you. (Special rules apply if you own more than 5% of your employer.)

Hardship Distributions. A hardship distribution cannot be rolled over.

ESOP Dividends. Cash dividends paid to you on employer stock held in an employee stock ownership plan cannot be rolled over.

Corrective Distributions. A distribution that is made to correct a failed nondiscrimination test or because legal limits on certain contributions were exceeded cannot be rolled over.

Loans Treated as Distributions. The amount of a plan loan that becomes a taxable deemed distribution because of a default cannot be rolled over. However, a loan offset amount is eligible for rollover, as discussed in Part III below. Ask the Plan Administrator of this Plan if distribution of your loan qualifies for rollover treatment. The Plan Administrator of this Plan should be able to tell you if your payment includes amounts which cannot be rolled over.

II. DIRECT ROLLOVER

A DIRECT ROLLOVER is a direct payment of the amount of your Plan benefits to a traditional IRA or an eligible employer plan that will accept it. You can choose a DIRECT ROLLOVER of all or any portion of your payment that is an eligible rollover distribution, as described in Part I above. You are not taxed on any taxable portion of your payment for which you choose a DIRECT ROLLOVER until you later take it out of the traditional IRA or eligible employer plan. In addition, no income tax withholding is required for any taxable portion of your Plan benefits for which you choose a DIRECT ROLLOVER. This Plan might not let you choose a DIRECT ROLLOVER if your distributions for the year are less than \$200.

DIRECT ROLLOVER to a Traditional IRA. You can open a traditional IRA to receive the direct rollover. If you choose to have your payment made directly to a traditional IRA, contact an IRA sponsor (usually a financial institution) to find out how to have your payment made in a direct rollover to a traditional IRA at that institution. If you are unsure of how to invest your money, you can temporarily establish a traditional IRA to receive the payment. However, in choosing a traditional IRA, you may wish to make sure that the traditional IRA you choose will allow you to move all or a part of your payment to another traditional IRA at a later date, without penalties or other limitations. See IRS Publication 590, Individual Retirement Arrangements, for more information on traditional IRAs (including limits on how often you can roll over between IRAs).

DIRECT ROLLOVER to a Plan. If you are employed by a new employer that has an eligible employer plan, and you want a direct rollover to that plan, ask the plan administrator of that plan whether it will accept your rollover. An eligible employer plan is not legally required to accept a rollover. Even if your new employer's plan does not accept a rollover, you can choose a DIRECT ROLLOVER to a traditional IRA. If the employer plan accepts your rollover, the plan may provide restrictions on the circumstances under which you may later receive a distribution of the rollover amount or may require spousal consent to any subsequent distribution. Check with the plan administrator of that plan before making your decision.

DIRECT ROLLOVER of a Series of Payments. If you receive a payment that can be rolled over to a traditional IRA or an eligible employer plan that will accept it, and it is paid in a series of payments for less than 10 years, your choice to make or not make a DIRECT

ROLLOVER for a payment will apply to all later payments in the series until you change your election. You are free to change your election for any later payment in the series.

Change in Tax Treatment Resulting from a DIRECT ROLLOVER. The tax treatment of any payment from the eligible employer plan or traditional IRA receiving your DIRECT ROLLOVER might be different than if you received your benefit in a taxable distribution directly from the Plan. For example, if you were born before January 1, 1936, you might be entitled to ten-year averaging or capital gain treatment, as explained below. However, if you have your benefit rolled over to a section 403(b) tax-sheltered annuity, a governmental 457 plan, or a traditional IRA in a DIRECT ROLLOVER, your benefit will no longer be eligible for that special treatment. See the sections below entitled "Additional 10% Tax if You Are under Age 59^{1/2}" and "Special Tax Treatment if You Were Born before January 1, 1936."

III. PAYMENT PAID TO YOU

If your payment can be rolled over (see Part I above) and the payment is made to you in cash, it is subject to 20% federal income tax withholding on the taxable portion (state tax withholding may also apply). The payment is taxed in the year you receive it unless, within 60 days, you roll it over to a traditional IRA or an eligible employer plan that accepts rollovers. If you do not roll it over, special tax rules may apply.

Income Tax Withholding:

Mandatory Withholding. If any portion of your payment can be rolled over under Part I above and you do not elect to make a DIRECT ROLLOVER, the Plan is required by law to withhold 20% of the taxable amount. This amount is sent to the IRS as federal income tax withholding. For example, if you can roll over a taxable payment of \$10,000, only \$8,000 will be paid to you because the Plan must withhold \$2,000 as income tax. However, when you prepare your income tax return for the year, unless you make a rollover within 60 days (see "Sixty-Day Rollover Option" below), you must report the full \$10,000 as a taxable payment from the Plan. You must report the \$2,000 as tax withheld, and it will be credited against any income tax you owe for the year. There will be no income tax withholding if your payments for the year are less than \$200.

Voluntary Withholding. If any portion of your payment is taxable but cannot be rolled over under Part I above, the mandatory withholding rules described above do not apply. In this case, you may elect not to have withholding apply to that portion. If you do nothing, an amount will be taken out of this portion of your payment for federal income tax withholding. To elect out of withholding, ask the Plan Administrator for the election form and related information.

Sixty-Day Rollover Option. If you receive a payment that can be rolled over under Part I above, you can still decide to roll over all or part of it to a traditional IRA or to an eligible employer plan that accepts rollovers. If you decide to roll over, you must contribute the amount of the payment you received to a traditional IRA or eligible employer plan within 60 days after you receive the payment. The portion of your payment that is rolled over will not be taxed until you take it out of the traditional IRA or the eligible employer plan.

You can roll over up to 100% of your payment that can be rolled over under Part I above, including an amount equal to the 20% of the taxable portion that was withheld. If you choose to roll over 100%, you must find

other money within the 60-day period to contribute to the traditional IRA or the eligible employer plan, to replace the 20% that was withheld. On the other hand, if you roll over only the 80% of the taxable portion that you received, you will be taxed on the 20% that was withheld.

Example: The taxable portion of your payment that can be rolled over under Part I above is \$10,000, and you choose to have it paid to you. You will receive \$8,000, and \$2,000 will be sent to the IRS as income tax withholding. Within 60 days after receiving the \$8,000, you may roll over the entire \$10,000 to a traditional IRA or an eligible employer plan. To do this, you roll over the \$8,000 you received from the Plan, and you will have to find \$2,000 from other sources (your savings, a loan, etc.). In this case, the entire \$10,000 is not taxed until you take it out of the traditional IRA or an eligible employer plan. If you roll over the entire \$10,000, when you file your income tax return you may get a refund of part or all of the \$2,000 withheld. If, on the other hand, you roll over only \$8,000, the \$2,000 you did not roll over is taxed in the year it was withheld. When you file your income tax return, you may get a refund of part of the \$2,000 withheld. (However, any refund is likely to be larger if you roll over the entire \$10,000.)

Additional 10% Tax If You Are under Age 59^{1/2}. If you receive a payment before you reach age 59^{1/2} and you do not roll it over, then, in addition to the regular income tax, you may have to pay an extra tax equal to 10% of the taxable portion of the payment. The additional 10% tax generally does not apply to (1) payments that are paid after you separate from service with your employer during or after the year you reach age 55, (2) payments that are paid because you retire due to disability, (3) payments that are paid as equal (or almost equal) payments over your life or life expectancy (or your and your beneficiary's lives or life expectancies), (4) dividends paid with respect to stock by an employee stock ownership plan (ESOP) as described in Code section 404(k), (5) payments that are paid directly to the government to satisfy a federal tax levy, (6) payments that are paid to an alternate payee under a qualified domestic relations order, or (7) payments that do not exceed the amount of your deductible medical expenses. See IRS Form 5329 for more information on the additional 10% tax. The additional 10% tax will not apply to distributions from a governmental 457 plan, except to the extent the distribution is attributable to an amount you rolled over to that plan (adjusted for investment returns) from another type of eligible employer plan or IRA. Any amount rolled over from a governmental 457 plan to another type of eligible employer plan or to a traditional IRA will become subject to the additional 10% tax if it is distributed to you before you reach age 59^{1/2}, unless one of the exceptions applies.

Special Tax Treatment If You Were Born before January 1, 1936. If you receive a payment from a plan qualified under section 401(a) or a section 403(a) annuity plan that can be rolled over under Part I and you do not roll it over to a traditional IRA or an eligible employer plan, the payment will be taxed in the year you receive it. However, if the payment qualifies as a "lump sum distribution," it may be eligible for special tax treatment. (See also "Employer Stock or Securities", below.) A lump sum distribution is a payment, within one year, of your entire balance under the Plan (and certain other similar plans of the employer) that is payable to you after you have reached age 59^{1/2} or because you have separated from service with your employer (or, in the case of a self-employed individual, after you have reached age 59^{1/2} or have become disabled). For a payment to be treated as a lump sum distribution, you must have been

a participant in the plan for at least five years before the year in which you received the distribution. The special tax treatment for lump sum distributions that may be available to you is described below.

Ten-Year Averaging. If you receive a lump sum distribution and you were born before January 1, 1936, you can make a one-time election to figure the tax on the payment by using “10-year averaging” (using 1986 tax rates). Ten-year averaging often reduces the tax you owe.

Capital Gain Treatment. If you receive a lump sum distribution and you were born before January 1, 1936, and you were a participant in the Plan before 1974, you may elect to have the part of your payment that is attributable to your pre-1974 participation in the Plan taxed as long-term capital gain at a rate of 20%.

There are other limits on the special tax treatment for lump sum distributions. For example, you can generally elect this special tax treatment only once in your lifetime, and the election applies to all lump sum distributions that you receive in that same year. You may not elect this special tax treatment if you rolled amounts into this Plan from a 403(b) tax-sheltered annuity contract, from a governmental 457 plan or from an IRA not originally attributable to a qualified employer plan. If you have previously rolled over a distribution from this Plan (or certain other similar plans of the employer), you cannot use this special averaging treatment for later payments from the Plan. If you roll over your payment to a traditional IRA, governmental 457 plan, or 403(b) tax-sheltered annuity, you will not be able to use special tax treatment for later payments from that IRA, plan, or annuity. Also, if you roll over only a portion of your payment to a traditional IRA, governmental 457 plan, or 403(b) tax-sheltered annuity, this special tax treatment is not available for the rest of the payment. See IRS Form 4972 for additional information on lump sum distributions and how you elect the special tax treatment.

Employer Stock or Securities. There is a special rule for a payment from the Plan that includes employer stock (or other employer securities). To use this special rule, 1) the payment must qualify as a lump sum distribution, as described above, except that you do not need five years of plan participation, or 2) the employer stock included in the payment must be attributable to “after-tax” employee contributions, if any. Under this special rule, you may have the option of not paying tax on the “net unrealized appreciation” of the stock until you sell the stock. Net unrealized appreciation generally is the increase in the value of the employer stock while it was held by the Plan. For example, if employer stock was contributed to your Plan account when the stock was worth \$1,000 but the stock was worth \$1,200 when you received it, you would not have to pay tax on the \$200 increase in value until you later sold the stock. You may instead elect not to have the special rule apply to the net unrealized appreciation. In this case, your net unrealized appreciation will be taxed in the year you receive the stock, unless you roll over the stock. The stock can be rolled over to a traditional IRA or another eligible employer plan, either in a direct rollover or a rollover that you make yourself. Generally, you will no longer be able to use the special rule for net unrealized appreciation if you roll the stock over to a traditional IRA or another eligible employer plan. If you receive only employer stock in a payment that can be rolled over, no amount will be withheld from the payment. If you receive cash or property other than employer stock, as well as employer stock, in a payment that can be rolled over, the 20% withholding amount will be based on the entire taxable amount paid to you (including the value of the employer stock determined by excluding the net unrealized appreciation). However,

the amount withheld will be limited to the cash or property (excluding employer stock) paid to you.

If you receive employer stock in a payment that qualifies as a lump sum distribution, the special tax treatment for lump sum distributions described above (such as 10-year averaging) also may apply. See IRS Form 4972 for additional information on these rules.

Repayment of Plan Loans. If your employment ends and you have an outstanding loan from your Plan, your employer may reduce (or “offset”) your balance in the Plan by the amount of the loan you have not repaid. The amount of your loan offset is treated as a distribution to you at the time of the offset and will be taxed unless you roll over an amount equal to the amount of your loan offset to another qualified employer plan or a traditional IRA within 60 days of the date of the offset. If the amount of your loan offset is the only amount you receive or are treated as having received, no amount will be withheld from it. If you receive other payments of cash or property from the Plan, the 20% withholding amount will be based on the entire amount paid to you, including the amount of the loan offset. The amount withheld will be limited to the amount of other cash or property paid to you (other than any employer securities). The amount of a defaulted plan loan that is a taxable deemed distribution cannot be rolled over.

IV. SURVIVING SPOUSES, ALTERNATE PAYEES, AND OTHER BENEFICIARIES

In general, the rules summarized above that apply to payments to employees also apply to payments to surviving spouses of employees and to spouses or former spouses who are “alternate payees.” You are an alternate payee if your interest in the Plan results from a “qualified domestic relations order,” which is an order issued by a court, usually in connection with a divorce or legal separation.

If you are a surviving spouse or an alternate payee, you may choose to have a payment that can be rolled over, as described in Part I above, paid in a DIRECT ROLLOVER to a traditional IRA or to an eligible employer plan or paid to you. If you have the payment paid to you, you can keep it or roll it over yourself to a traditional IRA or to an eligible employer plan. Thus, you have the same choices as the employee.

If you are a beneficiary other than a surviving spouse or an alternate payee, you cannot choose a direct rollover, and you cannot roll over the payment yourself.

If you are a surviving spouse, an alternate payee, or another beneficiary, your payment is generally not subject to the additional 10% tax described in Part III above, even if you are younger than age 59^{1/2}.

If you are a surviving spouse, an alternate payee, or another beneficiary, you may be able to use the special tax treatment for lump sum distributions and the special rule for payments that include employer stock, as described in Part III above. If you receive a payment because of the employee’s death, you may be able to treat the payment as a lump sum distribution if the employee met the appropriate age requirements, whether or not the employee had 5 years of participation in the Plan.

HOW TO OBTAIN ADDITIONAL INFORMATION

This notice summarizes only the federal (not state or local) tax rules that might apply to your payment. The rules described above are complex and contain many conditions and exceptions that are not included in this

notice. Therefore, you may want to talk to the Plan Administrator or a professional tax advisor before you take a payment of your benefits from your Plan. Also, you can find more specific information on the tax treatment of payments from qualified employer plans in IRS Publication 575, Pension and Annuity Income, and IRS Publication 590, Individual Retirement Arrangements. These publications are available from your local IRS office, on the IRS’s Internet Web Site at www.irs.gov, or by calling 1-800-TAX-FORMS.

Notice of Distribution Options

This notice (referred to as the “Notice of Distribution Options”, or the “411(a)(11) Notice”) summarizes important information you will need before you decide how to receive your benefits from your Plan. You should consult the summary plan description for your Plan for more complete information. You may obtain a copy of the summary plan description without charge from the Plan Administrator upon request.

Your Plan may offer different forms for payment of benefits, including a lump sum, partial distributions, installment payments or annuities. The written forms, or the telephone, internet or other electronic instructions used to process your benefit transaction, summarize the available distribution options under your Plan. However, Plan provisions often involve numerous or complex distribution options that may apply only in limited circumstances or only to limited groups of participants. Accordingly, it is often not possible to reflect all available distribution options in the forms and instructions used to process your transaction. You should consult the summary plan description for your Plan for details on the different forms for payment of benefits that are available to you.

You also have the right to defer receipt of your distribution from the Plan until your Plan’s normal retirement age (or age 62, if later). Your Plan may also permit you to defer distribution to a later date. However, distributions generally must begin no later than April 1 following the year in which you reach age 70^{1/2}. You should consult the summary plan description for your Plan for details on your right to defer receipt of your distribution from the Plan.

If your vested account balance is less than a threshold amount specified in your Plan (usually, \$3,500 or \$5,000), your vested account balance may automatically be paid in a lump sum and you may not have the right to defer distributions. You should consult the summary plan description for your Plan for details on the payment of small account balances.

Notice Regarding Federal Income Tax Withholding

This notice (referred to as the “Notice Regarding Federal Income Tax Withholding”) applies if you are receiving a taxable distribution that is not an eligible rollover distribution and is therefore subject to voluntary withholding as described in the Special Tax Notice Regarding Plan Payments.

Federal income tax will be withheld from the taxable portion of any distribution that you receive that is not an eligible rollover distribution unless you elect not to have withholding apply. Withholding will apply only to the portion of the distribution that is included in your income subject to federal income tax. Thus, for example, there will be no withholding on the return of your own nondeductible contributions to the Plan.

You may elect not to have withholding apply by so indicating on the written forms or through the telephone, internet or other electronic instructions used to process your benefit transaction. Your election will remain in effect until you revoke it. You may revoke your election with respect to future payments at any time, and you may make and revoke elections not to have withholding apply as often as you wish.

The withholding rate is 10% for non-periodic payments such as a lump sum or partial distribution. In the case of periodic payments such as installment distributions, amounts are withheld as if the payments were wages. Unless you elect otherwise, the withholding amount on periodic payments will be determined as if you are married and claiming three withholding allowances.

If you elect not to have withholding apply, or if you do not have enough federal income tax withheld, you may be responsible for payment of estimated tax. You may incur penalties under the estimated tax rules if your withholding and estimated tax payments are not sufficient.

Notice of Retirement Annuity Benefits

This notice (referred to as the “Notice of Retirement Annuity Benefits”) applies if you are taking a distribution or loan and your Plan is subject to the qualified joint and survivor annuity rules.

Your vested account balance will be used to purchase an annuity that will provide you with monthly income for your life and, if you are married, monthly income to your surviving spouse for his or her life after your death. If you are unmarried, this is called a “single life annuity”. If you are married, this is called a “qualified joint and survivor annuity”. This notice explains these annuity benefits and the requirements you must meet if you want to select a different form of distribution under the plan. If your vested account balance is less than a threshold amount specified in your Plan (usually, \$3,500 or \$5,000), your vested account balance may automatically be paid in a lump sum rather than as an annuity.

You are entitled to receive this notice at least 30 days before distribution of benefits begins under the plan. You may waive the 30-day notice period, but in no event will payments begin earlier than 7 days after you receive this notice.

Married Participants

The qualified joint and survivor annuity provides a monthly income to you for your life. After your death, monthly payments will continue to your surviving spouse for his or her life equal to a percentage specified in your Plan (at least 50%) of the monthly payment you received. The amount of the annuity is based on your vested account balance, your age and the age of your spouse and commercial annuity purchase rates in effect on the date distributions commence.

You may elect in writing to waive the qualified joint and survivor annuity by electing another form of distribution available under the plan. Your spouse must consent to the waiver in the presence of a plan representative or notary public. Your waiver and your spouse’s consent must be made within the 90-day period before benefit payments are scheduled to begin. You may revoke your waiver at any time before benefit payments begin. Your spouse does not need to consent to the revocation.

Unmarried Participants

The single life annuity provides a monthly income to you for your life only. No benefits are payable after your death. The amount of the annuity is based on your vested account balance, your age and commercial annuity purchase rates in effect on the date distributions commence.

You may elect in writing to waive the single life annuity by electing another form of distribution available under the plan. Your waiver must be made within the 90-day period before benefit payments are scheduled to begin. You may revoke your waiver at any time before benefit payments begin.

Estimate of Monthly Annuity Benefit

The chart below will help you estimate the level monthly benefit you would receive if you elect an annuity form of payment commencing at your current age, with a single life annuity for unmarried participants and a 50% joint and survivor annuity for married participants. To calculate an estimated monthly benefit, divide your vested account balance by the annuity conversion factor closest to your situation in the chart below. Use the age closest to your current age, and if you are married, the age difference that is closest to any age difference between you and your spouse. Your current vested account balance is available from your plan administrator or you may use the vested account balance from your most recent quarterly statement.

Annuity Conversion Factors

Participant's Age	Unmarried Participants	Married Participants		
		Spouse Same Age	Spouse 5 Years Younger	Spouse 5 Years Older
25	227.064	230.702	231.453	230.000
30	222.351	226.689	227.644	225.798
35	216.457	221.638	222.851	220.508
40	209.039	215.257	216.799	213.828
45	199.853	207.285	209.235	205.485
50	188.535	197.367	199.826	195.119
52	183.359	192.790	195.480	190.341
54	177.808	187.845	190.782	185.187
56	171.875	182.518	185.717	179.646
58	165.593	176.621	180.292	173.733
60	159.010	170.777	174.525	167.475
62	152.157	164.401	168.425	160.892
64	145.106	157.736	162.030	154.022
66	137.921	150.824	155.375	146.896
68	130.627	143.680	148.477	139.533
70	123.106	136.222	141.279	131.868

The annuity conversion factors above are based on the GATT2003 mortality table, assuming a 5% interest rate. The company from which the plan purchases the annuity may use different factors and may apply sales and other charges. Accordingly, these charts provide only an estimate and the actual monthly benefits provided by the annuity could vary significantly.

The estimate represents the approximate monthly payment you would receive during your lifetime if you commence distribution in the form of the annuity this year. If you are married, your spouse will receive one-half of that amount after your death, if your spouse survives you. For example, if you are age 60, have a spouse five years younger

and a vested account balance of \$20,000, your approximate monthly payment is \$114.60 ($\$20,000 \div 174.525$) and, if your spouse survives you, the approximate monthly payment to your surviving spouse is \$57.30. If you are unmarried, age 60 and have a vested account balance of \$20,000, your approximate lifetime monthly payment is \$125.78 ($\$20,000 \div 159.010$).

For a more precise calculation based on your situation, or based on a different form of annuity, contact your plan administrator.

Notice of Preretirement Survivor Annuity Benefits

This notice (referred to as the “Notice of Preretirement Survivor Annuity Benefits”) applies if you are designating a beneficiary other than your spouse and your Plan is subject to the qualified joint and survivor annuity rules.

If you are married and die before benefit payments begin under the plan, your vested account balance will be used to purchase an annuity that will provide your surviving spouse with monthly income for his or her life. This is called a “qualified preretirement survivor annuity”. This notice explains the qualified preretirement survivor annuity and the requirements you must meet if you want to select a different form of death benefit under the plan. If your vested account balance is less than a threshold amount specified in your Plan (usually, \$3,500 or \$5,000), death benefits will automatically be paid in a lump sum rather than as a qualified preretirement survivor annuity.

The qualified preretirement survivor annuity provides monthly income for the life of your surviving spouse. The amount of the annuity is based on a percentage specified in your Plan (at least 50%) of your vested account balance, the age of your spouse and commercial annuity purchase rates in effect on the date distributions commence. If you would like additional information about the annuity benefits that can be provided by your account, please get in touch with the plan administrator.

You may elect in writing to waive the qualified preretirement survivor annuity by designating a beneficiary other than your spouse for the portion of the account that would otherwise be used to purchase the annuity. Your spouse must consent to the waiver in the presence of a plan representative or notary public. If you are younger than age 35, your Plan may require that you wait until the first day of the plan year in which you will reach age 35 to make this waiver. If your Plan allows you to make the waiver if you are younger than age 35, your waiver will become invalid and must be renewed as of the first day of the plan year in which you will reach age 35.

You may revoke your waiver at any time. Your spouse does not need to consent to the revocation. However, if you wish to designate a new beneficiary who is not your spouse, your spouse must consent to the new beneficiary designation.

If you are not now married and you later become married, you will need to obtain your spouse’s consent to waive the qualified preretirement survivor annuity.