

**ADOPTION AGREEMENT #003
NONSTANDARDIZED TARGET BENEFIT PLAN**

D. VESTING

Vesting Service Computation Rules:

1. Vesting service computation method (Unless **D.1.ii** (Elapsed Time) is selected, the Plan will use the Hours of Service method for determining vesting service. If **D.1.ii** (Elapsed Time) is selected, questions **D.2** through **D.4** are disregarded):
 - i. Hours of Service
 - ii. Elapsed Time
2. Number of Hours of Service necessary for a Year of Vesting Service: _____ (Not more than 1,000. If left blank, the Plan will use 1,000 Hours of Service.)
3. Select equivalency for vesting purposes:
 - i. NoneAn Employee shall be credited with the following service with the Employer:
 - ii. 10 Hours of Service for each day or partial day
 - iii. 45 Hours of Service for each week or partial week
 - iv. 95 Hours of Service for each semi-monthly payroll period or partial semi-monthly payroll period
 - v. 190 Hours of Service for each month or partial month
4. Vesting Computation Period:
 - i. Calendar year
 - ii. Plan Year
 - iii. The twelve-consecutive month period commencing on the date the Employee first performs an Hour of Service; each subsequent twelve-consecutive month period shall commence on the anniversary of such date.

Other Employer Service

- 5a. Count service with other non-affiliated employers for vesting purposes
 Yes No
- 5b. If **D.5a** is "Yes", list other non-affiliated employers: _____

Vesting Exceptions

6. Provide for full vesting for a Participant who Terminates employment with the Employer due to death while an Employee (Section 6.02):
 Yes No
7. Provide for full vesting for a Participant who Terminates employment with the Employer due to Disability while an Employee (Section 6.02):
 Yes No

Vesting Exclusions

- 8a. Exclude Years of Vesting Service earned before age 18:
 Yes No
- 8b. Exclude Years of Vesting Service earned before the Employer maintained this Plan or a predecessor plan:
 Yes No
- 8c. **One-year holdout.** If an Employee has a One-Year Break in Service/Period of Severance, exclude Years of Vesting Service earned before such period until the Employee has completed a Year of Vesting Service after returning to employment with the Employer.
 Yes No
- 8d. **Rule of parity.** If an Employee does not have any nonforfeitable right to the Account balance derived from Employer contributions, exclude Years of Vesting Service earned before a period of five (5) consecutive One-Year Breaks in Service/Periods of Severance.
 Yes No

Pension Contributions

20. Pension Contribution Account Vesting Schedule:
 100% 3-7 Year Graded 2-6 Year Graded 1-5 Year Graded 1-4 Year Graded 5 Year Cliff 3 Year Cliff 2 Year Cliff Other
- 21a. Other Schedule - less than 1 year:
- 21b. Other Schedule - 1 year but less than 2 years:
- 21c. Other Schedule - 2 years but less than 3 years:
- 21d. Other Schedule - 3 years but less than 4 years (Min 20%):

- 21e.** Other Schedule - 4 years but less than 5 years (Min 40%):
- 21f.** Other Schedule - 5 years but less than 6 years (Min 60%):
- 21g.** Other Schedule - 6 years but less than 7 years (Min 80%):
- 21h.** Other Schedule - 7 or more years: 100%