

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

G. PLAN OPERATIONS

Permitted Investments

1. Plan may invest in "qualifying employer securities" and "qualifying employer real property" (Section 9.04):
 Yes No
2. Plan may invest in life insurance (Section 9.07):
 Yes No

Participant Self Direction

3. Specify the extent to which the Plan permits Participant self direction and indicate the Plan's intent to comply with ERISA section 404(c) (Section 9.02) (If "None", questions regarding Participant self direction are disregarded. Skip to **G.7a**):
 - i. All Accounts with 404(c)
 - ii. All Accounts w/o 404(c)
 - iii. Some Accounts
 - iv. None
4. If **G.3.iv** (None) is not selected, Participants may also establish individual brokerage accounts:
 Yes No
5. Participants may exercise voting rights with respect to the following investments (Section 9.06) (If **G.1.** is "Yes" and **G.3.i** (All Accounts with 404(c)) is selected then voting rights may not be "None"):
 - i. None
 - ii. Company stock only
 - iii. All investments
6. If **G.3.iii** (Some Accounts) is selected, a Participant may self direct the following accounts:
 - a. Voluntary Contribution Account.
 - b. Pension Contribution Account.
 - c. Rollover Contribution Account.
 - d. Transfer Account.

Valuation Date

- 7a. Enter Valuation Date (if **G.3.i** (All Accounts with 404(c)) is selected, then Valuation Date must be at least quarterly)
 - i. Last day of Plan Year
 - ii. Last day of each Plan quarter
 - iii. Last day of each month
 - iv. Each business day
 - v. Other
- 7b. If **G.7a.v** is selected, enter Valuation Date: _____ (Must be at least annually).

Plan Administration

- 10a. Designation of Plan Administrator (Section 12.01):
 - i. Plan Sponsor
 - ii. Committee appointed by Plan Sponsor
 - iii. Other
- 10b. If **G.10a.iii** is selected, Name of Plan Administrator: _____
11. Establishment of procedures for the Plan Administrator and the Investment Fiduciary (Sections 12.01(c) and 12.02(c)):
 - i. Plan Administrator and Investment Fiduciary adopt own procedures.
 - ii. Board sets procedures for Plan Administrator and Investment Fiduciary.
- 12a. Type of indemnification for the Plan Administrator and Investment Fiduciary:
 - i. None - the Company will not indemnify the Plan Administrator or the Investment Fiduciary.
 - ii. Standard according to Section 12.06
 - iii. Custom
- 12b. If **G.12a.iii** (Custom) is selected, indemnification for the Plan Administrator and Investment Fiduciary is provided pursuant to an Addendum to the Adoption Agreement.

Trust

20. Trust Agreement is contained in a document separate from the Basic Plan Document.
 - i. No
 - ii. Yes - Sections 10.02 through 10.08 of the Basic Plan Document shall not apply

21. Trustee Type
i. Corporate
ii. Individual
22. If **G.21.i** (Corporate) is selected, enter Trustee address: _____
23. Name of Trustee: _____
- 24a. Type of Trustee Indemnification:
i. Standard according to Section 10.07(b)
ii. Custom
- 24b. If **G.24a.ii** (Custom) is selected, indemnification for the Trustee is provided pursuant to an addendum to the Adoption Agreement.