F	or Office U	se Only	Empl	loyer	Survey of Consumer Finances Sponsored Pension Benefit Plans
		THE UNIVERS	ARCH CENTER OR SOCIAL RESEARCH ITY OF MICHIGAN MICHIGAN 48106		
1.	SEQ. #:			4.	Recorder's I.D.:
2.	PP ID:				
3.	PLAN #:				

PART III DEFINED CONTRIBUTION PENSION PLANS

SECTION L

DEFINED CONTRIBUTION PLANS: PLAN IDENTIFICATION

L1.		pension plan cover sheet (SEQ the plan number (PLAN #) that	
	SEQ #:	PP ID:	PLAN #:

NOTE: ALL QUESTIONS IN THIS DOCUMENT REFER TO THE <u>DEFINED</u>

<u>CONTRIBUTION</u> PROVISIONS OF THE ABOVE SPECIFIED PENSION

PLAN, AND <u>ONLY</u> TO THE DEFINED CONTRIBUTION PROVISIONS OF THIS ONE PLAN.

L2.	Do any con the raccumula	of the contribution formulas or eligibilit number of <u>actual</u> years of credited service ated?	y requir the emp	rements de Noyee has	p e nd
	1. YES	5. NO	URN TO F	4 6, SECT	ION M
use	in the	number of actual years of credited service contribution formulas or for eligibility r LUMN IF NECESSARY.)	(ASY) 6 equir êne	letermined ents? (US	for E MORE
ASY16 4	5 Y17 AS'	<u> </u>			
	a a	ALL YEARS OF EMPLOYMENT ARE CREDITED.			
ь	b b	ONLY COUNT YEARS AFTER AGE:	(16)	(17)	(18)
C	<u>E</u> <u>C</u>	ONLY COUNT YEARS AFTER FIRST # YEARS:	(16)		(18)
<u>a</u>	व व	ONLY COUNT YEARS AFTER AGE: OR AFTER FIRST # YEARS!	(16)	_{17}_	(18)
e	e e	ONLY COUNT YEARS AFTER AGE: AND AFTER FIRST # YEARS:	(16) (16)	(17) 	(18) (18)
	T	- ONLY COUNT YEARS DURING FINAL # YRS:	(16)	(17)	(18)
2	2 2	OTHER (SPECIFY BELOW):			
ASY16:			,	·	
45¥17:					
ASY18:				· 	

L2B. Are the above definitions of ASY based only on specific calendar time periods, or on all years covered by this pension plan? (ENTER IN SAME COLUMN AS ABOVE FOR EACH DEFINITION.)

6 6	BEFORE: (16)	,19(17)	,19(18)	,19
E E	AFTER; (16)	,19(17)	,19(18)	,19
ब ब		,19(17)		
	TO: (16)	,19 (17)	,19(18)	,19
· · · · · · · · · · · · · · · · · · ·	OTHER (SPECIFY	BELOW):		

12C. Is there a maximum number of actual years of credited service that can be used in the contribution formulas or a maximum age after which service years can no longer be credited? (ENTER IN SAME COLUMN AS ABOVE FOR EACH DEFINITION.)

ASY16 ASY17 ASY18			
a a a	YES, MAXIMUM AGE:	(16)(17)	(18)
b b b	YES, MAXIMUM ASY:	(16)(17)	(18)
c c c	YES, MAXIMUM AGE PLUS ASY:	(16)(17)	(18)
व व व	YES, WHEN OVER MAXIMUM AGE:	(16)(17)	(18)
	OR OVER MAXIMUM ASY:	(16)(17)	(18)
e e e	YES, WHEN OVER MAXIMUM AGE:	(16)(17)	(18)
	AND OVER MAXIMUM ASY:	(16)(17)	(18)
	NO		
Z Z Z	OTHER (SPECIFY BELOW):		
ASY16:			, <u></u>
ASY17:			
ASY18:			

L2D. Are participants credited one service year for each year they meet minimum employment requirements, or does the amount of credited service depend on the actual number of hours worked each year? (ENTER IN SAME COLUMN AS ABOVE FOR EACH DEFINITION.)

ASY16	ASY17	ASY18	
à	ā	a	CREDITED ONE ASY FOR EACH YEAR EMPLOYED; NO MINIMUM WORK REQUIREMENTS
ь	Ь	Б	CREDITED WITH EITHER ZERO OR ONE ASY; ONE ASY IS CREDITED FOR EACH YEAR WORKED A MINIMUM OF:
			(16)(17)(18)#HOURS PER YEAR
<u> </u>	С	C	OR (16) (17) (18) #WEEKS PER YEAR, AND (16) (17) (18) #HOURS PER WEEK
a	đ	a	0R (16) (17) (18) #MONTHS PER YEAR, AND (16) (17) (18) #HOURS PER MONTH
е	e	•	CREDITED WITH A PRORATED FRACTION FROM ZERO TO ONE ASY; ONE FULL ASY IS CREDITED FOR EACH YEAR WORKED A MINIMUM OF:
			0R (16) (17) (18) #HOURS PER YEAR
	T		(16)(17)(18) #WEEKS PER YEAR, AND (16)(17)(18) #HOURS PER WEEK
٩	9	9	OR (16) (17) (18) #MONTHS PER YEAR, AND (16) (17) (18) #HOURS PER MONTH
h	h	ħ	CREDITED EACH YEAR WITH A PRORATED FRACTION FROM ZERO TO MORE THAN ONE ASY; ONE FULL ASY IS CREDITED FOR EVERY:
1			(16)(17)(18)#HOUR PER YEAR (16)(17)(18)#WEEK PER YEAR, AND (16)(17)(18)#HOURS PER WEEK
			OR (16) (17) (18) #MONTHS PER YEAR, AND (18) #HOURS PER MONTH
Z SY16:		2	OTHER (SPECIFY BELOW);
SY17:			
\$Y18:			

SECTION M

DEFINED CONTRIBUTION PLANS: PARTICIPANT CONTRIBUTIONS

Mi. Are employees required to make contributions in order to participate in this defined contribution plan?



MIA. Can the participants make any voluntary contributions to this defined contribution pension plan?



M2. On an annual basis, how is the mandatory (MAN) contribution calculated? (USE MORE THAN ONE COLUMN IF NECESSARY.)

	CHECK:	(1) PRE TAX	(2) PRE TAX	
		NOT CITED	 :	NOT CITED
MAN1 MAN2 MAN3	ľ	(1) ASY: NOT USED	(2) ASY:NOT USED	
БББ	FIXED DOLLAR AMO	OUNT:	(1)\$(2)\$_	(3)\$
C C C		OF PAY: Ontribution:		%(3)% (3)\$
ववव	FIXED PERCENTAGE	PAY AT OR BELOW SW	B: (1)%(2)_	%(3)%
	FIXED PERCENTAGE	PAY ABOVE SWB:	(1)\$(2)	% (3)%
	-	PAY ABOVE SWB:		
ها ها ها	VARYING DOLLAR (DR PERCENTAGE:		
☐ % (PAY>SWB)	# PAY # (PAY>SWB) # (PAY\SWB)	☐ % PAY ☐ % (PAY>SWB) ☐ % (PAY≤SWB)	AGE ASY AGE+ASY	PAY AGE ASY AGE+ASY AGE+ASY
(1) <u> </u>	(2)	(3) UNDER (NO MIN): (1) <u> </u>	(2) \downarrow (3) \downarrow
(1)	(2)	(3) FRO	M (MIN): (1)(2)(3)
[1]	(2)	(3)	FROM: (1)((2)(3) (2)(3) (2)(3)
(1)	(2)	(3)	FROM: (1)(2)(3)
(1)	(2)	(3) OVER (0 (MAX): (1)(NO MAX): (1)(
	OTHER (SPECIFY B			
***	1 <u>48 a </u>			

M2A.		the above mandatory contribution formulas depend on the Social axable wage base (SWB)? (ENTER IN SAME COLUMN AS ABOVE FOR ITION.)
MANT	MAN2 MAN3	
a	aa	YES, ACTUAL SWB IN EFFECT EACH YEAR
Ь	D D	YES, CAREER AVERAGE SWB CALCULATED EACH YEAR
<u> </u>	<u> </u>	YES, CAREER AVERAGE SWB ESTIMATED IN YEAR:
đ	व व	(1) 19 (2) 19 (3) 19 NO
Z	ZZ	OTHER (SPECIFY BELOW):
MAN1:		
MAN2:	i	
MAN3:		
M28.	earned duri	idatory contribution formulas based on wages and sataries ing specific calendar time periods, or during all years this pension plan? (ENTER IN SAME COLUMN AS ABOVE FOR ITION.)
MAN1	MAN2 MAN3	
a	a a	COVERS ALL YEARS: NO SPECIFIC DATÉS CITÉD.
ь	ББ	BEFORE: (1),19(2),19(3),19
С	c c	AFTER: (1),19(2),19(3),19
d	व व	FROM: (1),19(2),19(3),19
		TO: (1),19(2),19(3),19
2	ZZ	OTHER SPECIFY BELOW):
Z MAN1:	•	
		OTHER SPECIFY BELOW):

M2C.	tribut	are part tions?	(ENTER IN SAME COLUMN AS				
MAN1	MAN2	MAN3					
a	a	a	AT ONSET OF EMPLOYMENT				
b	Ь	Б	AFTER EMPLOYEE REACHES A	GE:	(1)	_(2)	(3)
С	С	C	AFTER EMPLOYEE COMPLETES	FIRST # YRS:	(1)	(2)	(3)
d	व	a	AFTER EMPLOYEE REACHES A	GE:			(3)
			OR AFTER COMPLETES FIRST	# YRS:	(1)	(2)	(3)
е	е	e	AFTER EMPLOYEE REACHES A				(3)
			AND AFTER COMPLETES FIRS	T # YRS:	(1)	(2)	(3)
2	2	Z	OTHER (SPECIFY):				
MAN1:							
MAN2:							
10446.							
MAN3:							
M2 D.	longe	r requi	aximum age or service yea red to make these contrib CH DEFINITION.)	nrs after which	n partici ER IN SAM	pants ar E COLUMN	e no AS
	longe ABOVE	r requi	red to make these contrib CH DEFINITION.) DEFINE ASY: (1) AST	Y: (2)	ER IN SAM	(3)	AS ASY:_
	longe ABOVE	r requi	red to make these contrib CH DEFINITION.) DEFINE ASY: (1) AST	Y: (2) [T USED [ASY:	(3)	ASY:
M2D.	MAN2	r requir	red to make these contrib CH DEFINITION.) DEFINE ASY: (1) ASY NO YES, MAXIMUM AGE:	Y: (2) [T USED [ASY:NOT USI	(3) (3)	ASY:NOT_US
M2D.	MAN2	FOR EA	DEFINE ASY: (1) ASY VES, MAXIMUM AGE: YES, MAXIMUM ASY:	Y: (2) [T USED [(1)	ASY:	(3) ED (3)_ (3)_	ASY: NOT US
M2D.	MAN2	FOR EA	DEFINE ASY: (1) ASY VES, MAXIMUM AGE: YES, MAXIMUM AGE PLUS ASY	Y: (2) [T USED [(1) (1) SY: (1)	ASY:	(3) ED (3) (3) (3)	ASY:NOT US
M2D. MAN1 a C	MAN2 a b	FOR EA	red to make these contrib CH DEFINITION.) DEFINE ASY: (1) ASY NO YES, MAXIMUM AGE: YES, MAXIMUM ASY: YES, MAXIMUM AGE PLUS ASYES, WHEN OVER MAXIMUM A	(2) [T USED [(1) (1) (1) (1) (1) (1) (1)	ASY:	(3) ED (3)_ (3)_ (3)_ (3)_	ASY:NOT US
M2D. MAN1 a C	MAN2 a b	FOR EAC	DEFINE ASY: (1) AST AST ASY: YES, MAXIMUM AGE: YES, MAXIMUM AGE PLUS AST AST AST AST ASY AND ASY: YES, WHEN OVER MAXIMUM AGE OF OVER MAXIMUM AGE AST	(1)	ASY:	(3) ED (3) (3) (3) (3) (3)	ASY:NOT US
M2D. MAN1 a c d	MAN2 a b c	FOR EAC	THE	(1)	ASY:	(3) ED (3) (3) (3) (3) (3) (3)	ASY:NOT US
M2D. MAN1 a b c d	MAN2 a b c d	r require FOR EAC	THE THE PROPERTY OF THE PROPER	(1)	ASY:	(3) ED (3) (3) (3) (3) (3) (3)	ASY:NOT US
M2D. MAN1 a b c d	MAN2 a b c d	FOR EACH	THE	(1)	ASY:	(3) ED (3) (3) (3) (3) (3) (3)	ASY:NOT US
M2D. MAN1 a c d	MAN2 a b c d	r require FOR EAC	THE THE PROPERTY OF THE PROPER	(1)	ASY:	(3) ED (3) (3) (3) (3) (3) (3)	ASY:NOT US
M2D. MAN1 a c d	MAN2 a b c d	r require FOR EAC	THE THE PROPERTY OF THE PROPER	(2) [Y: (2) [T USED [(1) (1) (1) AGE: (1) AGE: (1) ASY: (1) ASY; (1)	ASY:	(3) ED (3) (3) (3) (3) (3) (3)	ASY:NOT US
M2D. MAN1 a c d T MAN1:	MAN2 a b c d	r require FOR EAR	THE THE PROPERTY OF THE PROPER	(2) [Y: (2) [T USED [(1) (1) (1) AGE: (1) ASY: (1) ASY: (1) ASY: (1)	ASY:	(3) ED (3) (3) (3) (3) (3) (3)	ASY:NOT US
M2D. MAN1 a c d man1: man2:	MAN2 a b c d	r require FOR EACH	THE THE PROOF OF T	(2) [Y: (2) [T USED [(1) (1) (1) AGE: (1) ASY: (1) ASY: (1) ASY: (1)	ASY:	(3) ED (3) (3) (3) (3) (3) (3)	ASY:NOT US

M2e.	employer ma	defined contribut atches all or par ROVISIONS THAT F	rt of each partic	cipant's mar	datory contr	ibution?
	1. YES		5. NO>T	JRN TO P. 13	, M2k	
M2f.	much does t	ollar or percents the <u>employer</u> cont ABOVE FOR EACH DE	ribute in match:	the partici ing funds (M	pant contrib MAN)? (ENTE	utes, how R IN SAME
WM	ani mmane m		(1) ASY: NOT USED	(2) AS	Y: (3)D ASY:
а		FIXED MATCH R	ATE: · [%] (2) [·	_ [%] (3) 🗆 .	x
Ъ	ь <u>в</u>		DISCRETIONARY, A	ND DETERMINE	D ANNUALLY	
	\$/c XPAY	\$/c 2/PAY		PAY AGE ASY AGE+ASY ECONTRIB	PAY AGE ASY AGE+ASY CONTRIB	PAY AGE ASY AGE+ASY CONTRIB
)(3)		MIN): (1)	(2)	(3) (3)
(1))(2) (3)	_ · 	FROM: (1)	(2)	(3)
. /11		. (2)				(3)
(1)	·· (2)(3)				(3) (3)
(1)	(2) (3)				
z	ZZ	OTHER (SPECI	FY BELOW):			
MMA	M1:	**************************************				
						

	COLUMN AS ABOVE FOR EACH DEFINITION.)
MMAN1 MMAN2 MMAN3	
	LAR CONTRIBUTION: (2)\$(3)\$
	RCENTAGE PAY: (2)% (3)%
C C C NO (ADDITIONAL) CONTRIBUTIONS	MAXIMUMS ON MATCHING MANDATORY
Z Z OTHER (SPECIFY E	BELOW):
MMAN1:	
MMAN2:	
MMAN3:	
M2H. To receive any of the matching employ special requirements? (ENTER IN SAME	
MMAN1 MMAN2 MMAN3	
a a NO OTHER SPECIAL REQUI	REMENTS (EXCEPT MATCHING AMOUNTS)
b b EMPLOYER APPROVAL REQU	IRED
C C PAST SERVICE REQUIRED	
d d d IF PLAN PARTICIPANT ON	: (1) 19 (2) 19 (3) 19
e e e IF PLAN PARTICIPANT BE	FORE: (1) 19 (2) 19 (3) 19
F F IF PLAN PARTICIPANT AF	TER: (1) 19 (2) 19 (3) 19
	OM: (1) 19 (2) 19 (3) 19 TO: (1) 19 (2) 19 (3) 19
Z Z OTHER (SPECIFY BELOW):	
MMAN1:	
MMAN2:	
MMAN3:	

MMAN3:

M2J. What is the vesting schedule that applies to these matching employer contributions? (ENTER IN SAME COLUMN AS ABOVE FOR EACH DEFINITION.) MMAN2 MMAN3 → (2) ASY:___ DEFINE ASY: (1) ASY: (3) ASY:_ I NOT USED NOT USES NOT USED (2) (3) SAME AS: (1) a IMMEDIATE 100% VESTING FROM THE TIME OF INITIAL PARTICIPATION Б CLIFF VESTING: VESTING INCREASES FROM 0% TO 100% WHEN: C (2) (3)____ AGE: (1) (1)____ (3)____ ASY: (2) (3)____ AGE+ASY: (1) ___(2)__ (3)____ OR ASY: (1)___(2)___(3)___ (1)___ (2) AGE: (3) AND ASY: (1)___(2)___(3)___ (1) (2) AGE: STEP VESTING: VESTING BEGINS AT: (1) %(2) %(3) , WHEN: **a a a** (3) AGE: (1) (2) (3) (2) ASY: (1) (3)____ (1) (2) AGE+ASY: (3) <u>OR</u> ASY: (1) (2) (3) (1)____ (2) AGE: AND ASY: (1) ___(2) ___(3) __ (2) _(3)____ AGE: (1) (1) %(2) %(3) %, WHEN: VESTING REACHES: (3)____ (2) (1) AGE: (3) ASY: (1) (2) _(3)____ (1) (2) AGE+ASY: (3) <u>OR</u> ASY: (1) (2) (3) (2) AGE: (1) AND ASY: (1)___(2)___(3)___ AGE: (1) (2) (3) VESTING REACHES 100% WHEN: (3)____ (1) (2) AGE: (2) (3) (1) ASY: (1) (2) (3) AGE+ASY: (3) OR ASY: (1) (2) (3) (2) AGE: (1) AND ASY: (1)___(2)___(3)___ (2) (3) AGE: (1) e e e NO VESTING SCHEDULE CITED OTHER (SPECIFY BELOW): 2 Z Z MMAN1: MMAN2:

M2K. Can the participant make any voluntary contributions to this <u>defined</u> contribution pension plan?

M3. What annual <u>minimums</u> apply to the voluntary contributions? (USE MORE THAN ONE COLUMN IF NECESSARY.)
CHECK: (1) PRE TAX (2) PRE TAX (3) PRE TAX POST TAX POST TAX NOT CITED NOT CITED NOT CITED
DEFINE ASY: (1) ASY: (2) ASY: (3) ASY: VOL1 VOL2 VOL3 NOT USED NOT USED
a a a NO MINIMUM AMOUNT
b b FIXED DOLLAR AMOUNT: (1)\$(2)\$(3)\$
C C FIXED PERCENTAGE OF PAY: (1) %(2) %(3) % UP TO MAXIMUM AMOUNT: (1)\$ (2)\$ (3)\$
d d FIXED PERCENTAGE PAY AT OR BELOW SWB: (1) %(2) %(3) %
e e FIXED PERCENTAGE PAY ABOVE SWB: (1) %(2) %(3) %
FIXED PERCENTAGE PAY ABOVE SWB: (1) %(2) %(3) %
WITH MINIMUM CONTRIBUTION: (1)\$(2)\$(3)\$
9 9 VARYING DOLLAR OR PERCENTAGE:
S AMOUNT % PAY MAGE AGE AGE AGE AGE AGE AGE AG
1)(2)(3)UNDER (NO MIN): (1)(2)(3)
1)(2)(3)FROM (MIN): (1)(2)(3)
TO: (1)(2)(3)
TO: (1)(2)(3)
(2)(3)FROM: (1)(2)(3)
TO (MAX): (1)(2)(3) 1)(2)(3)(3)
Z Z OTHER (SPECIFY BELOW):
011:
OL2:
OL3:

M3A. Aside from IRS maximums, what annual or career average maximums apply to the voluntary (VOL) contributions? (USE SAME COLUMN AS ABOVE FOR EACH DEFINITION.)

	CHECK: (1)	ANNUAL	(2) 🔲 PRE 'U	L (3) [ANNUAL
	ı	CAREER	CAREE	_	CAREER
		NOT CITED	L] NOT C	ITED [NOT CITED
	DEFINE ASY: (1)				
VOL1 VOL2 VOL3		NOT USED	U TON U	SED [J NOT USED
8 8 8	NO MAXIMUM AMOUNT	,			
E E E	FIXED DOLLAR AMOU	NT:	(1)\$	_(2)\$(3)\$
C C C	FIXED PERCENTAGE		(1)		
	UP TO MAXIMUM AM	IOUNT:	(1)\$	_(2)\$(3)\$
व व व	FIXED PERCENTAGE	PAY AT OR BELOW	SWB: (1)	%(2)%(3)%
e e e	FIXED PERCENTAGE	PAY ABOVE SWB:	(1)	%(2) <u> </u> %(3)%
	FIXED PERCENTAGE		·		
	UP TO MAXIMUM CON	TRIBUTION:	(1)\$	_(2)\$(3)\$
9 9 9	VARYING DOLLAR OF	PERCENTAGE:			
S AMOUNT	AMOUNT S	AMOUNT	PAY	☐ PAY	☐ PAY
\ -	PAY		☐ AGE	☐ AGE	☐ AGE
1 — I —	(PAY>SWB)		ASY	ASY	ASY
☐ % (PAY≤SWB) ☐ 5	K (PAYSSWB)	(PAY≼SWB)	AGE+ASY	AGE+ASY	AGE+ASY
1					
(1)	↓ /23	(MIDEO /NO M	TN) . (1)	(2)	(3)
(1) (2)		UNDER (NO M			
(1)(2)	(3)	FRUM (M.		· -	(3)
(1)(2)	(3)	FI			(3)
197					(3)
(1)(2)	(3)		ROM: (1)	(2)	(3)
400					(3)
(1)(2)	(3)	OVER (NO M	AX): (1)	(2)	(3)
2 2 2	OTHER (SPECIFY B	ELOW):			
VOL1:				·	
_					
				·	

M3B.	Social Secu	he above voluntary contribution formulas depend on the rity taxable wage base (SWB)? (ENTER IN SAME COLUMN AS ACH DEFINITION.)
VOL1	VOL2 VOL3	
a	a a	YES, ACTUAL SWB IN EFFECT EACH YEAR
Б	ББ	YES, CAREER AVERAGE SWB CALCULATED EACH YEAR
C	c c	YES, CAREER AVERAGE SWB ESTIMATED IN YEAR:
đ	व व	(1) 19 (2) 19 (3) 19 NO
2	2 2	OTHER (SPECIFY BELOW):
VOL1:		
VOL2:	-	
VOL3:		
	Are the above	ve voluntary contribution formulas based only on specific me periods, or on all years covered by this pension plan? MME COLUMN AS ABOVE FOR EACH DEFINITION.)
M3C.	Are the above	we voluntary contribution formulas based only on specific me periods, or on all years covered by this pension plan?
M3C.	Are the above calendar time (ENTER IN SA	we voluntary contribution formulas based only on specific me periods, or on all years covered by this pension plan?
M3C.	Are the above calendar time (ENTER IN SA VOL2 VOL3	ve voluntary contribution formulas based only on specific me periods, or on all years covered by this pension plan? MME COLUMN AS ABOVE FOR EACH DEFINITION.)
M3C. VOL1 a	Are the above calendar time (ENTER IN SA VOL2 VOL3	ve voluntary contribution formulas based only on specific me periods, or on all years covered by this pension plan? ME COLUMN AS ABOVE FOR EACH DEFINITION.) COVERS ALL YEARS: NO SPECIFIC DATES CITED.
M3C. VOL1 a C	Are the above calendar time (ENTER IN SA VOL2 VOL3 a a a a a a a a a a a a a a a a a a a	ve voluntary contribution formulas based only on specific me periods, or on all years covered by this pension plan? MME COLUMN AS ABOVE FOR EACH DEFINITION.) COVERS ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (1),19 (2),19 (3),19
M3C. VOL1 a C	Are the above calendar time (ENTER IN SA VOL2 VOL3 a a a a a a a a a a a a a a a a a a a	ve voluntary contribution formulas based only on specific me periods, or on all years covered by this pension plan? AME COLUMN AS ABOVE FOR EACH DEFINITION.) COVERS ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (1),19 (2),19 (3),19 AFTER: (1),19 (2),19 (3),19
M3C. VOL1 E	Are the above calendar time (ENTER IN SA VOL2 VOL3 a a b b c c c d d d	ve voluntary contribution formulas based only on specific me periods, or on all years covered by this pension plan? MME COLUMN AS ABOVE FOR EACH DEFINITION.) COVERS ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (1),19 (2),19 (3),19 AFTER: (1),19 (2),19 (3),19 FROM: (1),19 (2),19 (3),19
M3C. VOL1 a b c	Are the above calendar time (ENTER IN SALVOL2 VOL3 a a a a a a a a a a a a a a a a a a a	re voluntary contribution formulas based only on specific me periods, or on all years covered by this pension plan? MME COLUMN AS ABOVE FOR EACH DEFINITION.) COVERS ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (1),19 (2),19 (3),19 AFTER: (1),19 (2),19 (3),19 FROM: (1),19 (2),19 (3),19 TO: (1),19 (2),19 (3),19
M3C. VOL1 a b c vol1 vol1:	Are the above calendar time (ENTER IN SA VOL2 VOL3 a a a a a a a a a a a a a a a a a a a	## voluntary contribution formulas based only on specific me periods, or on all years covered by this pension plan? **ME COLUMN AS ABOVE FOR EACH DEFINITION.*) **COVERS ALL YEARS: NO SPECIFIC DATES CITED.** **BEFORE: (1),19 (2),19 (3),19 **AFTER: (1),19 (2),19 (3),19 **FROM: (1),19 (2),19 (3),19 **TO: (1),19 (2),19 (3),19 OTHER (SPECIFY BELOW):

M3D. When are participants eligible to make these voluntary contributions? (ENTER IN SAME COLUMN AS ABOVE FOR EACH DEFINITION.)

VOL1 VOL2 VOL3

a a a	AT ONSET OF EMPLOYMENT				
БББ	AFTER EMPLOYEE REACHES AGE:		(1)	(2)	_(3)
	AFTER EMPLOYEE COMPLETES FIRS	ST # YRS:	(1)	(2)	_(3)
व व व	AFTER EMPLOYEE REACHES AGE:	•	(1)	(2)	_(3)
	OR AFTER COMPLETES FIRST # YE	8 S:	(1)	(2)	_(3)
e e e	AFTER EMPLOYEE REACHES AGE: AND AFTER COMPLETES FIRST # Y	rrs:			_(3) _(3)
2 2 2	OTHER (SPECIFY):				
VOL1:					
					
VOL2:		-			
VOL3:					
			hich namt	icinants	can
no longe	e a maximum age or service yea er make voluntary contribution H DEFINITION.)	rs after w s? (ENTER	IN SAME	COLUMN AS	S ABOVE
no longe	er make voluntary contribution	s? (ENTER	IN SAME	COLUMN AS	S ABOVE
no longe	DEFINE ASY: (1) ASY:	s? (ENTER	IN SAME	COLUMN AS	ASY:
no long FOR EAC	DEFINE ASY: (1) ASY:	S? (ENTER	ASY:NOT_US	(3)	ASY:
VOL1 VOL2 VOL3 -	DEFINE ASY: (1) ASY: NOT U YES, MAXIMUM AGE: (1)	S? (ENTER	ASY:NOT US	(3) ED	ASY:NOT USED
voll vol2 vol3 -	DEFINE ASY: (1) ASY: NOT U YES, MAXIMUM AGE: (1)	(2) 	ASY:NOT US (2)	(3) ED (3)	ASY:NOT USED
VOL1 VOL2 VOL3 — a a a b b b	DEFINE ASY: (1) ASY: DEFINE ASY: (1) NOT U YES, MAXIMUM AGE: (1) YES, MAXIMUM ASY: (1)	(2)	ASY:_ NOT US (2) (2)	(3) ED (3) (3) (3)	ASY:NOT USED
VOL1 VOL2 VOL3 — a a a a b b b c c c c	DEFINE ASY: (1) ASY: DEFINE ASY: (1) ASY: NOT U YES, MAXIMUM AGE: (1) ASY: YES, MAXIMUM ASY: (1) ASY: YES, MAXIMUM ASY: (1) ASY: (1) ASY: YES, MAXIMUM AGE PLUS ASY: (1) A	(2) SED	ASY:	(3) ED (3) (3) (3) (3)	ASY:NOT USED
voli volz vol3 — a a a b b b c c c c d d d d	DEFINE ASY: (1) ASY: DEFINE ASY: (1) ASY: NOT U YES, MAXIMUM AGE: (YES, MAXIMUM AGE PLUS ASY: (YES, WHEN OVER MAXIMUM AGE: (OR OVER MAXIMUM ASY: (YES, WHEN OVER MAXIMUM AGE: (YES, WHEN OVER MAXIMUM AGE: (YES, WHEN OVER MAXIMUM AGE: (SED (2) SED (1) 1)	ASY: NOT US (2) ((3) ED (3) (3) (3) (3) (3) (3)	ASY:NOT USED
voll vol2 vol3 - a a a b b b c c c c d d d d	DEFINE ASY: (1) ASY: DEFINE ASY: (1) ASY: NOT U YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE: (1) YES, WHEN OVER MAXIMUM AGE: (1) YES, WHEN OVER MAXIMUM AGE: (1) YES, WHEN OVER MAXIMUM AGE: (1) AND OVER MAXIMUM ASY: (1)	SED (2) SED (1) 1)	ASY: NOT US (2) ((3) ED (3) (3) (3) (3) (3) (3)	ASY:NOT USED
voll vol2 vol3 - a a a b b b c c c c d d d e e e e	DEFINE ASY: (1) ASY: DEFINE ASY: (1) ASY: NOT U YES, MAXIMUM AGE: (YES, MAXIMUM AGE PLUS ASY: (YES, WHEN OVER MAXIMUM AGE: (OR OVER MAXIMUM ASY: (YES, WHEN OVER MAXIMUM ASY: (AND OVER MAXIMUM ASY: (NO	SED (2) SED (1) 1)	ASY: NOT US (2) ((3) ED (3) (3) (3) (3) (3) (3)	ASY:NOT USED
voll vol2 vol3 - a a a b b b c c c c d d d d	DEFINE ASY: (1) ASY: DEFINE ASY: (1) ASY: NOT U YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE: (1) YES, WHEN OVER MAXIMUM AGE: (1) YES, WHEN OVER MAXIMUM AGE: (1) YES, WHEN OVER MAXIMUM AGE: (1) AND OVER MAXIMUM ASY: (1)	SED (2) SED (1) 1)	ASY: NOT US (2) ((3) ED (3) (3) (3) (3) (3) (3)	ASY:NOT USED
no long FOR EACH VOL1 VOL2 VOL3 — a a a a a b b b c c c c c c d d d d d e e e e	DEFINE ASY: (1) ASY: DEFINE ASY: (1) ASY: NOT U YES, MAXIMUM AGE: (YES, MAXIMUM AGE PLUS ASY: (YES, WHEN OVER MAXIMUM AGE: (OR OVER MAXIMUM ASY: (YES, WHEN OVER MAXIMUM ASY: (AND OVER MAXIMUM ASY: (NO	SED (2) SED (1) 1)	ASY: NOT US (2) ((3) ED (3) (3) (3) (3) (3) (3)	ASY:NOT USED
no long FOR EACH VOL1 VOL2 VOL3 — a a a a b b b b c c c c d d d d e e e e 7 7 7 2 Z Z VOL1:	PET MAKE VOLUNTARY CONTRIBUTION H DEFINITION.) DEFINE ASY: (1) ASY: NOT U YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE PLUS ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) OR OVER MAXIMUM ASY: (1) NO OTHER (SPECIFY BELOW):	(2) [SED [1) 1) 1) 1) 1)	ASY:	(3) ED (3) (3) (3) (3) (3) (3)	ASY:NOT USED

MST.	volur	itary c	contributions while still employed? (USE SAME COLUMN AS ABOVE FINITION.)
VOL1	VÓL2	YOL3	DEFINE ASY: (1) ASY: (2) ASY: (3) ASY: MOT USED HOT USED
a	<u>a</u>	a	YES
Б	b	Б	YES, AFTER AGE: (1)(2)(3)
C	С	C	YES, AFTER ASY: (1)(2)(3)
đ	<u>a</u>	d	YES. AFTER AGE: (1)(2)(3) OR ASY: (7)(2)(3)
e	•	e	YES, AFTER AGE: (1) (2) (3) AND ASY: (1) (2) (3)
T	F		YES, AFTER AGE PLUS ASY EQUALS: (1)(2)(3)
<u>a</u>	回	9	NO, CANNOT WITHDRAW UNTIL RETIRE OR TERMINATE EMPLOYMENT
Z	2	2	OTHER (SPECIFY BELOW):
VOL1:	****		
V0L2:			
VOL3:			

employer matches	ed contribution pens s all or part of each (EXCLUDE PROVISIONS	h participant's annu	al voluntary	
1. YES	5. N	>TURN TO P. 22,	SECTION R	
Y				
		SY: (2) ASY	: USED (3	O ASY:
MVOL1 MVOL2 MVOL3-	,			
a a a F	IXED MATCH RATE:	(2) 🗆	_ x (3) 🗆 -	x
БББЖ	ATCHING IS DISCRETIO	NARY, AND DETERMINE	D ANNUALLY	
	ARYING MATCH RATE:			
سا بنا بنا				
\$/c 2PAY \$/C 1/P	SAY S/C Z/PAY	PAY AGE ASY AGE+ASY XCONTRIB	PAY AGE ASY AGE+ASY CONTRIB	PAY AGE ASY AGE+ASY XCONTRIB
	(3)UN			
(1)(2)	(3)			
403	400		(2)	
(1)(2)	(3)	FROM: (1)	(2) (2)	(3)
(1)(2)	(3)		(2)	
\ - /		TO (MAX): (1)		
(1)(2)	(3) 0			
ZZZ	OTHER (SPECIFY BELOW) :		
				
MVOL2:				
MIOT 3 .				

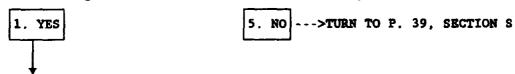
мзн.	Is there matching	a maxim funds?	um on the amount the employe (ENTER IN SAME COLUMN AS AB	r will cont Ove for EAG	ribute in H DEFINIT	ION")		
MVOL1	MVOL2	MVOL3						
a	a	a	YES, MAXIMUM DOLLAR CONTRIB					
ь	Б	Ь	YES, MAXIMUM PERCENTAGE PAY		·x			
<u> </u>	С	С	NO (ADDITIONAL) MAXIMUMS ON CONTRIBUTIONS	MATCHING V	OLUNTARY			
2	2	2	OTHER (SPECIFY BELOW):					
MVOLT	:							
MVOL2	:						 -	
MVOL3	:							
								
M3J.	To rece other s DEFINIT MVOL2	pecial r ION.)	of the matching employer con requirements? (ENTER IN SAM	tributions, E COLUMN AS	are their	re any)REACH	l	
a	<u>a</u>	a	NO OTHER SPECIAL REQUIREMENT	S (EXCEPT M	ATCHING /	MOUNTS	5)	
b	<u> </u>	Б	EMPLOYER APPROVAL REQUIRED					
С			PAST SERVICE REQUIRED					
đ	<u> </u>	d	IF PLAN PARTICIPANT ON:	(1)19	(s)	19_	_(3)	19
e	e	<u>e</u>	IF PLAN PARTICIPANT BEFORE:	(1)19	(2)	19_	_(3)	19
F			IF PLAN PARTICIPANT AFTER:					
9		<u> </u>	IF PLAN PARTICIPANT FROM: TO:	(1)19)(2)_)(2)_	19_ 19_	(3) (3)	19 19
<u>Z</u> ₩/0L			OTHER (SPECIFY BELOW):				<u> </u>	
MVOL	.2:							-
MVQ!	3:							

What is the vesting schedule that applies to these matching employer contributions? (USE SAME COLUMN AS ABOVE FOR EACH DEFINITION.) MVOL1 MVOL2 MVOL3 - DEFINE ASY: (1) TASY:____ (2) ASY: (3) ASY: NOT USED NOT USED NOT USED SAME AS: (1) (2) (3) a a a IMMEDIATE 100% VESTING FROM THE TIME OF INITIAL PARTICIPATION Р Т CLIFF VESTING: VESTING INCREASES FROM 0% TO 100% WHEN: C С (1)___(2)___(3)___ AGE: (1)___(2)___(3)___ ASY: (3)____ AGE+ASY: (1)___(2)__ (3) OR ASY: (1) (2) (3) (1)____ (2) AGE: (3) AND ASY: (1) (2) __(3) __ AGE: (1) (2) STEP VESTING: VESTING BEGINS AT: (1) %(2) %(3) , WHEN: व व व (1)____ (2) (3) AGE: (1)___(2)__(3)___ ASY: (1)___(2)__ _(3)____ AGE+ASY: __(3)_____ <u>OR</u> ASY: (1)____(2)____(3)____ AGE: (1) (2) (1) (2) (3) AND ASY: (1) (2) (3) AGE: (1)____%(2)___%(3)__%, WHEN: VESTING REACHES: (1) (2) (3) AGE: ASY: (1) (2) (3) (3)____ AGE+ASY: (1)___(2)_ (3) <u>OR</u> ASY: (1) (2) (3) AGE: (1)___(2)_ (1) (2) (3) AND ASY: (1) (2) (3) AGE: VESTING REACHES 100% WHEN: AGE: (1)___(2)__(3)___ (1)___(2)___(3)___ ASY: (1)___(2)_ AGE+ASY: __(3)____ (1) (2) (3) OR ASY: (1) (2) (3) AGE: (1) (2) (3) AND ASY: (1) (2) (3) AGE: e e e NO VESTING SCHEDULE CITED OTHER (SPECIFY BELOW): Z Z Z MVOL1: MVOL2:

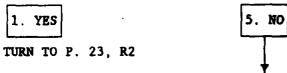
MVOL3:

SECTION R: DEFINED CONTRIBUTION PLANS: EMPLOYER CONTRIBUTIONS

R1. Aside from the above matching contributions, does the employer make any (other) regular annual contributions to each participants account?



Rla. Does this pension plan include any provisions for an Employer Stock Ownership Plan (ESOP) or any provisions that determine the total amount of the employer's annual contribution by company revenues, profits, assets, or other measures of company performance (this total is then allocated among participants, which may be based on the participant's, PAY, AGE, ASY, and hours worked, or other participant characteristics)?



Rlb. Does this pension plan include any provisions that calculate the total amount of the employer's contribution as the sum of the contributions due each participant, as determined by the participant's PAY, AGE, ASY, hours worked, or other participant characteristics?



TURN TO P, 32, R3

	is the total annual employer contribution (CTE) calculated? N ONE COLUMN IF NECESSARY.)
CTE1 CTE2 CTE3	PRE TAX PROFITS
b b b	POST TAX PROFITS
c c c	PROFITS PRE TAX OR POST TAX NOT CITED
d d d	AGGREGATE PAYROLL
e e e	REVENUES
fff	NET FINANCIAL ASSETS
8 8 8	CAPITAL INVESTMENTS
h h h	COMPANY NET WORTH
	CHANGE IN COMPANY NET WORTH
	CHANGE IN VALUE OF COMPANY STOCK
k k k	FORFEITURES (SEPARATE ADDITIONAL CONTRIBUTIONS)
	POOL OF FIRM'S STOCK DETERMINED AT ONE POINT IN TIME
ZZZ	OTHER (SPECIFY BELOW):
CTE1:	
CTE2:	
CTE3:	
rate set in a	employer contribution calculated at a fixed dollar or percentage dvance, or is the amount or rate of contribution determined on a (ENTER IN SAME COLUMN AS ABOVE FOR EACH DEFINITION.)
CTE1 CTE2 CTE3	FIXED DOLLAR AMOUNT: (1)\$(2)\$(3)
b b b	FIXED PERCENTAGE RATE: (1) x (2) x (3) x
c c c	AMOUNT OF CONTRIBUTION DETERMINED YEARLY
ZZZ	OTHER (SPECIFY BELOW):
CTE1:	
CTE2:	
CMP3.	

R2B.	What IN SA	annual i ME COLU	minimums apply to the to MN AS ABOVE FOR EACH DEF	tal emp? INITION.	oyer)	contribu	ıti on:	s? (ENTE	R
CTEI	CTE2	CTE3							
a	à	a	NO MINIMUM; DOES NOT AP	PLYFI)	ED CO	NTRIBUTI	ON R	ATE	
Б	D	<u></u>	MINIMUM TOTAL DOLLARS:	(1)\$		(2)\$		_ (3)\$	
C	C	С	MINIMUM PERCENTAGE:	(1)	_x	(2)	_%	(3)	_¥
Z	2	Z	OTHER (SPECIFY BELOW):						
CTE1:			 			·			
CTE2:									<u> </u>
CTE3:		·		·					
R2C.	Aside contr	from I ibution	RS maximums, what annual ? (ENTER IN SAME COLUMN	maximum AS ABO	ns app VE FOR	ly to ti	ne to EFINI	tal emplo	oyer
CTET	CTE2	CTE3							
a	a	a	NO MAXIMUM; DOES NOT AP	PLYFI	KED CO	NTRIBUT	ON R	ATE	
Ь	ь	Б	MAXIMUM TOTAL DOLLARS:	(1)\$		(2)\$		_ (3)\$	
С	c	С	MAXIMUM PERCENTAGE:	(1)	_*	(2)	_*	(3)	_*
Z	2	Z	OTHER (SPECIFY BELOW):						
CTE1:									
CTE2:									

R2 D.	How i	s the 1 R IN S/	total annual employer contribution allocated among the participants? AME COLUMN AS ABOVE FOR EACH DEFINITION.)
CTEI	CTE2	CTE3	
a	a	ā	EQUALLY DIVIDED AMONG ALL PARTICIPANTS
Б	ь	Ь	PROPORTIONAL TO HOURS WORKED, NO MAXIMUM HOURS
С	C	С	PROPORTIONAL TO HOURS WORKED DURING YEAR, WITH MAXIMUM HOURS PER YEAR: (1) (2) (3)
đ	व	đ	PROPORTIONAL TO CREDITED SERVICE YEARS, NO MAXIMUM SERVICE YEARS
е	e _	e	PROPORTIONAL TO CREDITED SERVICE YEARS, WITH MAXIMUM NUMBER SERVICE YEARS: (1)(3)
<u>F</u>	Ŧ.		PROPORTIONAL TO WAGES AND SALARIES PAID DURING YEAR, NO MAXIMUM
9	9	9	PROPORTIONAL TO WAGES AND SALARIES PAID DURING YEAR, WITH MAXIMUM WAGES & SALARY: (1)\$(2)\$(3)\$
h	h	h	PROPORTIONAL TO WAGES AND SALARIES AT OR BELOW THE SWB
1			PROPORTIONAL TO WAGES AND SALARIES ABOVE THE SWB, NO MAXIMUM
J			PROPORTIONAL TO WAGES AND SALARIES ABOVE THE SWB, WITH MAXIMUM WAGES & SALARIES: (1)\$(2)\$(3)\$
k	k	k	PROPORTIONAL TO WAGES AND SALARIES AND CREDITED SERVICE YEARS
		口	PROPORTIONAL TO WAGES AND SALARIES AND CREDITED SERVICE YEARS, WITH MAXIMUM WAGES AND SALARIES: (1)\$ (2)\$ (3)\$ MAXIMUM CREDITED SERVICE YEARS: (1) (2) (3)
m	m	m	PROPORTIONAL TO MANDATORY CONTRIBUTION: (1)MAN (2)MAN (3)MAN
n	n	n	PROPORTIONAL TO VOLUNTARY CONTRIBUTION: (1) VOL (2) VOL (3) VOL
0	0	0	PROPORTIONAL TO VOLUNTARY CONTRIBUTIONS:(1)VOL (2)VOL (3)VOL WITH MAXIMUM VOLUNTARY CONTRIBUTION: (1)\$ (2)\$ (3)\$
P	P	P	PROPORTIONAL TO VOLUNTARY CONTRIBUTIONS: (1) VOL (2) VOL (3) VOL WITH MAX VOL AS A PERCENT OF PAY: (1) 2 (2) 3 (3) 2
q	9	9	PROPORTIONAL TO TOTAL PARTICIPANT CONTRIBUTIONS, NO MAXIMUM
r	r	r	PROPORTIONAL TO TOTAL PARTICIPANT CONTRIBU- TIONS, WITH MAX ON TOTAL CONTRIBUTION: (1)\$(2)\$(3)\$
S	S	\$	PROPORTIONAL TO TOTAL PARTICIPANT CONTRIBU- TIONS, WITH MAX ON TOTAL AS PERCENT PAY: (1) % (2) % (3) %
Z	2	2	OTHER (SPECIFY BELOW):
CTE1:			
CTE2		·····	
CTE3:			

Social Se	curity taxable wage base (SWB)? (ENTER IN SAME COLUMN AS EACH DEFINITION.)
CTEI CTE2 CTES	•
a a	YES, ACTUAL SWB IN EFFECT EACH YEAR
БББ	YES, CAREER AVERAGE SHE CALCULATED EACH YEAR
	YES, CAREER AVERAGE SWB ESTIMATED IN YEAR: (1) 19 (2) 19 (3) 19
व व व	· · · · · · · · · · · · · · · · · · ·
2 2 2	OTHER (SPECIFY BELOW):
CTE1:	
CTE2:	
CTE3:	
R2F. Are the al	ove employer contribution formulas based only on specific time periods, or on all years covered by this pension plan? SAME COLUMN AS ABOVE FOR EACH DEFINITION.)
R2F. Are the al	ove employer contribution formulas based only on specific ime periods, or on all years covered by this pension plan? SAME COLUMN AS ABOVE FOR EACH DEFINITION.)
R2F. Are the al calendar (ENTER IN	ove employer contribution formulas based only on specific time periods, or on all years covered by this pension plan? SAME COLUMN AS ABOVE FOR EACH DEFINITION.) COVERS ALL YEARS: NO SPECIFIC DATES CITED.
R2F. Are the al calendar (ENTER IN	ove employer contribution formulas based only on specific time periods, or on all years covered by this pension plan? SAME COLUMN AS ABOVE FOR EACH DEFINITION.) COVERS ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (1),19(2),19(3),19
R2F. Are the al calendar (ENTER IN CTEL CTE2 CTE2 CTE3 a a a	cove employer contribution formulas based only on specific time periods, or on all years covered by this pension plan? SAME COLUMN AS ABOVE FOR EACH DEFINITION.) COVERS ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (1),19(2),19(3),19 AFTER: (1),19(2),19(3),19
R2F. Are the al calendar (ENTER IN CTE1 CTE2 CTE: a a a a b b b b c c c c	cove employer contribution formulas based only on specific time periods, or on all years covered by this pension plan? SAME COLUMN AS ABOVE FOR EACH DEFINITION.) COVERS ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (1),19(2),19(3),19 AFTER: (1),19(2),19(3),19
R2F. Are the al calendar (ENTER IN CTE1 CTE2 CTE: a a a a b b b b c c c c	cove employer contribution formulas based only on specific time periods, or on all years covered by this pension plan? SAME COLUMN AS ABOVE FOR EACH DEFINITION.) COVERS ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (1),19 (2),19 (3),19 AFTER: (1),19 (2),19 (3),19 FROM: (1),19 (2),19 (3),19
R2F. Are the al calendar (ENTER IN CTE1 CTE2 CTE: a a a a b b b b c c c c	COVERS ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (1),19 (2),19 (3),19 FROM: (1),19 (2),19 (3),19 TO: (1),19 (2),19 (3),19 TO: (1),19 (2),19 (3),19
R2F. Are the al calendar (ENTER IN CTE) CTE2 CTE2 CTE3 a a a a c c c c c c c c c c c c c c c	COVERS ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (1),19 (2),19 (3),19 FROM: (1),19 (2),19 (3),19 TO: (1),19 (2),19 (3),19 TO: (1),19 (2),19 (3),19

R2G.	meet :	minimum denend	ants eligible employment r on the actual	equirements, number of ho	or does the a ours worked ea	is for each year they mount of the contribu- ich year? .)
CTE1	CTE2	CTE3				
a	ā	a	FULL CONTRIBU	TION FOR EACH	YEAR EMPLOYE	ED; NO MINIMUM WORK REQUIREMENTS
Б	Б	Б	CONTRIBUTION EACH YEAR WOR	EITHER FULL (R ZERO; FULL	CONTRIBUTION IS GIVEN FOR
		OR	(1)	(2)	(3)	#HOURS PER YEAR
С	c	C	{1}	(2)	(3)	#WEEKS PER YEAR, AND #HOURS PER WEEK
a	[d]	OR	•			#MONTHS PER YEAR, AND #HOURS PER MONTH
e	е	е	CONTRIBUTION	IS GIVEN FOR	EACH YEAR WO	ZERO TO ONE ASY; FULL RKED A MINIMUM OF:
		OR	(1)	(2)	(3)	#HOURS PER YEAR
f	T	F	{\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	(2)	(3)	#WEEKS PER YEAR, AND #HOURS PER WEEK
9	9	9 01	(1)	(2)	(3)	#MONTHS PER YEAR, AND #HOURS PER MONTH
h	h	ħ	FULL CONTRIB	UTION GIVEN F	OR EVERY:	ZERO TO MORE THAN ONE ASY;
		01	(1)	(2)	(3)	#HOURS PER YEAR
				(2)	(3)	#WEEKS PER YEAR, AND #HOURS PER WEEK
	I	ш°	R (1)	(2)	(3)	#MONTHS PER YEAR, AND #HOURS PER MONTH
2	2	Z	OTHER (SPECI	FY BELOW):		
CTE1	:					
CTE2	:					
CTE3	:					

_	CTE2		NO OTHER	SPECIAL RE	QUI REMENT	S (EXCE	PT MAT	CHING AM	OUNTS)	
\Box	Ъ	Б	EMPLOYER	R APPROVAL R	EQUIRED						
	С	С	PAST SER	NICE REQUIR	ED						
コ	d	d	IF PLAN	PARTICI PANT	ON:	(1)	_19	_(2)	_19	_(3)	_19_
\Box	е	e	IF PLAN	PARTICI PANT	BEFORE:	(1)	_19	_(2)	_19	_(3)	_19_
	F	F	IF PLAN	PARTICI PANT	AFTER:	(1)	_19	_(2)	_19	_(3)	_19_
	9	9	IF PLAN	PARTICIPANT	FROM: TO:		-	(2) (2)			
	Z	Z	OTHER (S	SPECIFY BELO	W):						
:		·									

R2J. When does the employer begin to make these contributions on behalf of the participant? (ENTER IN SAME COLUMN AS ABOVE FOR EACH DEFINITION.)								
CTE1 CTE2 CTE3	AT ONSET OF EMPLOYMENT							
6 6 6	AFTER EMPLOYEE REACHES AGE:	(1)(2)(3)					
	AFTER EMPLOYEE COMPLETES FIRST # YRS	s: (1)(2)(3)					
न न न	AFTER EMPLOYEE REACHES AGE:)(3)					
	OR AFTER COMPLETES FIRST # YRS:	(1)(2)(3)					
e e e	AFTER EMPLOYEE REACHES AGE:)(3)					
	AND AFTER COMPLETES FIRST # YRS:	(1)(2)(3)					
2 2 2	OTHER (SPECIFY):							
CTE1:								
CTE2:								
CTE3:								
are no longe	aximum age or service years after whom made on behalf of the participant?	ich employer co (ENTER IN SAM	ntributions E COLUMN					
are no longe AS ABOVE FOR	r made on behalf of the participant? EACH DEFINITION.) DEFINE ASY: (1) ASY: (1)	2) ASY:	(3) ASY:					
are no longe AS ABOVE FOR CTE1 CTE2 CTE3	r made on behalf of the participant? EACH DEFINITION.) DEFINE ASY: (1) ASY:() NOT USED	2) ASY: NOT USED	(3) ASY: NOT USED					
are no longe AS ABOVE FOR CTE1 CTE2 CTE3	DEFINE ASY: (1) ASY: (1) NOT USED YES, MAXIMUM AGE: (1)	2)	(3) ASY: NOT USED					
are no longe AS ABOVE FOR CTE1 CTE2 CTE3 a a a b b b	r made on behalf of the participant? EACH DEFINITION.) DEFINE ASY: (1) ASY: (1) NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM ASY: (1)	2)	(3) ASY: NOT USED (3)					
are no longe AS ABOVE FOR CTE1 CTE2 CTE3 a a a b b b c c c c	T made on behalf of the participant? EACH DEFINITION.) DEFINE ASY: (1) ASY: (1) NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM ASY: (1) YES, MAXIMUM AGE PLUS ASY: (1)	(ENTER IN SAM 2)	(3) ASY: NOT USED (3) (3) (3)					
are no longe AS ABOVE FOR CTE1 CTE2 CTE3 a a a b b b	T made on behalf of the participant? EACH DEFINITION.) DEFINE ASY: (1) ASY: (1) NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM ASY: (1) YES, MAXIMUM AGE PLUS ASY: (1)	(ENTER IN SAM 2)	(3) ASY: NOT USED (3) (3) (3) (3)					
are no longe AS ABOVE FOR CTE1 CTE2 CTE3 a a a b b b c c c c d d d	T made on behalf of the participant? EACH DEFINITION.) DEFINE ASY: (1) ASY: (1) NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM ASY: (1) YES, MAXIMUM AGE PLUS ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) OR OVER MAXIMUM ASY: (1)	(ENTER IN SAM 2)	(3) ASY:					
are no longe AS ABOVE FOR CTE1 CTE2 CTE3 a a a b b b c c c c	T made on behalf of the participant? EACH DEFINITION.) DEFINE ASY: (1) ASY: (1) NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) OR OVER MAXIMUM ASY: (1)	(ENTER IN SAM 2)	(3) ASY:					
are no longe AS ABOVE FOR CTE1 CTE2 CTE3 a a a b b b c c c c d d d	T made on behalf of the participant? EACH DEFINITION.) DEFINE ASY: (1) ASY: (1) YES, MAXIMUM AGE: (1) YES, MAXIMUM ASY: (1) YES, MAXIMUM AGE PLUS ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) OR OVER MAXIMUM ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) AND OVER MAXIMUM ASY: (1)	(ENTER IN SAM 2)	(3) ASY:					
are no longe AS ABOVE FOR CTE1 CTE2 CTE3 a a a b b b b c c c c d d d e e e	T made on behalf of the participant? EACH DEFINITION.) DEFINE ASY: (1) ASY: (1) NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM ASY: (1) YES, MAXIMUM AGE PLUS ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) OR OVER MAXIMUM ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) AND OVER MAXIMUM ASY: (1) NO	(ENTER IN SAM 2)	(3) ASY:					
are no longe AS ABOVE FOR CTE1 CTE2 CTE3 a a a b b b b c c c c d d d e e e e f f	T made on behalf of the participant? EACH DEFINITION.) DEFINE ASY: (1) ASY: (1) NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM ASY: (1) YES, MAXIMUM AGE PLUS ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) OR OVER MAXIMUM ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) AND OVER MAXIMUM ASY: (1) NO	(ENTER IN SAME) 2)	(3) ASY:					
are no longe AS ABOVE FOR CTE1 CTE2 CTE3 a a a a b b b b c c c c d d d d e e e e TTE1 TTE2 CTE3 CTE1:	T made on behalf of the participant? EACH DEFINITION.) DEFINE ASY: (1) ASY: (1) NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM ASY: (1) YES, MAXIMUM AGE PLUS ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) OR OVER MAXIMUM ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) AND OVER MAXIMUM ASY: (1) NO OTHER (SPECIFY BELOW):	(ENTER IN SAM 2)	(3) ASY:					

R2L. What is the vesting schedule that applies to these employer contributions? (USE SAME COLUMN AS ABOVE FOR EACH DEFINITION.) DEFINE ASY: (1) ASY:____ (2) ASY: (3) ASY: CTE2 CTE3 NOT USED NOT USED NOT USED SAME AS: (1) ____(2)_____(3)_ a a IMMEDIATE 100% VESTING FROM THE TIME OF INITIAL PARTICIPATION Ь Б Ъ CLIFF VESTING: VESTING INCREASES FROM 0% TO 100% WHEN: С C C (1) (2) AGE: (3) (1)___(2)__ ASY: (3) (3) (1) (2) AGE+ASY: (1) (2) (3) <u>OR</u> ASY: (1) (2) (3) AGE: _(3)____<u>AND</u> ASY: (1)___(2)__(3)___ AGE: (1) (2)__ STEP VESTING: VESTING BEGINS AT: (1) %(2) %(3) , WHEN: (1)___(2) (3) AGE: (1)___(2)_ (3) ASY: (3) AGE+ASY: (1)___(2)__ (3) <u>OR</u> ASY: (1) (2) (3) (1)___(2)__ AGE: (1) (2) (3) AND ASY: (1) (2) (3) AGE: _%(2)___%(3)___%, WHEN: (1)**VESTING REACHES:** (1) (2)__ (3) AGE: ASY: (1) (2) (3) AGE+ASY: (1) (2)(3) AGE: (2) (3) OR ASY: (1) (2) (3) (1) (3) AND ASY: (1) (2) (3) AGE: (2) VESTING REACHES 100% WHEN: (2) AGE: (1)(3) (3) ASY: (1) ___(2)__ (1)___(2)_ (3) AGE+ASY: __(3)_____OR ASY: (1)___(2)___(3)___ AGE: (1) (2) (1) (2) (3) AND ASY: (1) (2) (3) AGE: e e e NO VESTING SCHEDULE CITED 2 2 2 OTHER (SPECIFY BELOW): CTE1: CTE2: CTE3:

R2M.	<pre>employer contributions while still employed? (USE SAME COLUMN AS ABOVE FOR EACH DEFINITION.)</pre>								
CTE1	CTE2 CTE3 -	DEFINE ASY: (1) ASY: (2) ASY: (3) ASY:							
		YES NOT USED NOT USED NOT USED							
<u></u>		YES, AFTER AGE: (1)(2)(3)							
С	c c	YES, AFTER ASY: (1)(2)(3)							
đ	व व	YES, AFTER AGE: (1)(2)(3) OR ASY: (1)(2)(3)							
е	e e	YES, AFTER AGE: (1)(2)(3)AND ASY: (1)(2)(3)							
f		YES, AFTER AGE PLUS ASY EQUALS: (1)(3)							
9	9 9	NO, CANNOT WITHDRAW UNTIL RETIRE OR TERMINATE EMPLOYMENT							
2	ZZ	OTHER (SPECIFY BELOW):							
CTE1:									
CTE2:									
CTE3:									
R2N.	of the employ each particit	sion plan include any provisions that calculate the total amount er's annual contribution as the sum of the contributions due ant, as determined by the participants' PAY, AGE, ASY, hours her participant characteristics?							
	1. YES TURN TO P.32	5. NO TURN TO P. 39, SECTION S							

On an annual basis, how are these (other) employer contributions (COE) calculated? (USE MORE THAN ONE COLUMN IF NECESSARY.) (2) | PRE TAX (1) PRE TAX (3) | PRE TAX CHECK: POST TAX POST TAX POST TAX NOT CITED NOT CITED NOT CITED (2) ASY:____ (3) ☐ ASY: DEFINE ASY: (1) MASY: MOT USED NOT USED NOT USED COE) COE2 COE3 (1)\$___(2)\$___(3)\$___ FIXED DOLLAR AMOUNT: 6 6 FIXED PERCENTAGE OF PAY: (1)\$___(2)\$___(3)\$____ UP TO MAXIMUM AMOUNT: FIXED PERCENTAGE PAY ABOVE SWB: FIXED PERCENTAGE PAY ABOVE SWB: (1)\$___(2)\$___(3)\$____ UP TO MAXIMUM CONTRIBUTION: 9 9 varying Dollar or PERCENTAGE: PAY 7 PAY \$ AMOUNT S AMOUNT \$ AMOUNT 7 PAY 7 AGE % PAY 7 % PAY 7 AGE AGE % PAY. 7 (PAY>SWB) T ASY **ASY** ☐ ASY % (PAY>SWB) │ % (PAY>SWB) T AGE+ASY AGE+ASY AGE+ASY " % (PAY≤SWB) % (PAY<SWB) 7 % (PAYSSWB) __UNDER (NO MIN): (1) ____(2) (3) (3) (2) (1)(3)____ FROM (MIN): (1)____(2)_ (3) (1) (2)_____ (3)___ TO: (1) (2) (1)____ (2) (3) (3)_____ FROM: (1) (2)_____ TO: (1)____(2)_ (3)____ FROM: (1)____(2)__ (2)____ (3)_____ (3) (1)____ TO (MAX): (1)____(2)_ (3) (2)____ (3) OVER (NO MAX): (1) (2) (3) (1)____ Z Z OTHER (SPECIFY BELOW): COE1: COE2: COE3:

R3A.	Social Secur	e (other) employer contribution formulas depend on the ity taxable wage base (SWB)? (ENTER IN SAME COLUMN AS ICH DEFINITION.)						
COEI	COE2 COE3							
a	a a	YES, ACTUAL SWB IN EFFECT EACH YEAR						
D	ББ	YES, CAREER AVERAGE SWB CALCULATED EACH YEAR						
C	<u> </u>	YES, CAREER AVERAGE SWB ESTIMATED IN YEAR:						
đ	व व	(1) 19 (2) 19 (3) 19 NO						
Z	2 2	OTHER (SPECIFY BELOW):						
COE1:								
C0E2:								
COE3:								
R3B.	salaries eau	ner) employer contribution formulas based on wages and med during specific calendar time periods, or during all ed by this pension plan? (ENTER IN SAME COLUMN AS ABOVE FINITION.)						
COE1	COE2 COE3	COVERS ALL YEARS: NO SPECIFIC DATES CITED.						
Б	b	BEFORE: (1),19 (2),19 (3),19						
C	CC	AFTER: (1),19(2),19(3),19						
đ	व व	FROM: (1),19(2),19(3),19						
		TO: (1),19 (2),19 (3),19						
Z	ZZ	OTHER SPECIFY BELOW):						
COE1:								
COE2:								
COE3.	•							

R3C.	Are participants eligible for employer contributions for each year they meet minimum employment requirements, or does the amount of the contribution depend on the actual number of hours worked each year? (ENTER IN SAME COLUMN AS ABOVE FOR EACH DEFINITION.)								
COE1	COES	<u>COE3</u>	FULL CON	ITRIBUTION FOR	R EACH YEAR EMP	LOYED; NO MINIMUM WOR	K REQUIREMENTS		
	ь		FACH VE	AR WORKED A MI	NIMUM OF:	ULL CONTRIBUTION IS G	IVEN FOR		
		0.0	(1)	(2)	(3)	#HOURS PER YEAR			
c	C		(;;)	(2)	(3)	#WEEKS PER YEAR, #HOURS PER WEEK	AND		
đ	đ	OR d	(1)	(2)	(3)	#MONTHS PER YEAR, #HOURS PER MONTH	AND		
e	e	e	CONTRIBUTION IS	JTION A PRORAT	TED FRACTION FR	OM ZERO TO ONE ASY; !	FULL CONTRI-		
		OR	(1)	(2)	(3)	#HOURS PER YEAR			
	f	T "	(1)	(2)	(3)	#WEEKS PER YEAR, #HOURS PER WEEK	AND .		
9	9	9	(1)	(2)	(3)	#MONTHS PER YEAR, #HOURS PER MONTH	AND		
h	h	h	FULL CO	NTRIBUTION GI	VEN FOR EVERY:	ROM ZERO TO MORE THAN	ONE ASY;		
		OR	(1)	(2)	(3)	#HOURS PER YEAR			
			(1)	(2)	(3)	#HOURS PER YEAR,	AND		
	囗		(1)	(2) (2)	(3)	#MONTHS PER YEAR, #HOURS PER MONTH	AND		
2	2	2	OTHER (SPECIFY BELOW):				
COE1:	<u> </u>								
C0E2:	: <u></u>		<u>,,</u>						
COE3:									

R3D.	To receive any of the above employer contributions, are there any other special requirements? (ENTER IN SAME COLUMN AS ABOVE FOR EACH DEFINITION.)										
<u>COE1</u>		COE3 NO OTHER SPECIAL REQUIREMENTS (EXCEPT MATCHING AMOUNTS)									
5		Б	EMPLOYER APPROVAL REQUIRED								
С	<u> </u>	c	PAST SER	VICE REQUIR	ED			,			
đ		đ	IF PLAN	PARTICI PANT	ON:	(1)	_19	(2)	_19	_(3)	_19
<u>e</u>	e	е	IF PLAN	PARTICI PANT	BEFORE:	(1)	_19	_(2)	_19	_(3)	_19
<u> </u>		Ŧ	IF PLAN	PARTICIPANT	AFTER:	(1)	_19	_(2)	_19	_(3)	_19
1	9	g	IF PLAN	PARTICIPANT		_					
					TO:	(1)	_19	_(2)	_19	_(3)	_19
2	2	Z	OTHER (S	PECIFY BELO	H):						
COE1:						. 					
COE2:					· · · · · · · · · · · · · · · · · · ·						
COE3:					 -		 				

R3E.		he employer begin to make these (other on behalf of the participant? (ENTER FINITION.)		
<u>CO E1</u>	COE2 COE3			
ā	1	AT ONSET OF EMPLOYMENT		
b	6	AFTER EMPLOYEE REACHES AGE:		(3)
C		AFTER EMPLOYEE COMPLETES FIRST # YRS		(3)
8	व व	AFTER EMPLOYEE REACHES AGE: OR AFTER COMPLETES FIRST # YRS:		(3) (3)
(e)	e e		(1)(2)	(3)
		AND AFTER COMPLETES FIRST # YRS:	(1)(2)	(3)
2	2 2	OTHER (SPECIFY):		
COE1:				<u>,</u>
COE2:				
COE3:				
R3F.	Is there a	maximum age or service years after whi	ich participants	no longer
	receive the COLUMN AS A	se (other) regular employer contributs BOVE FOR EACH DEFINITION.) DEFINE ASY: (1) ASY:	ions? (ENTER IN	(3) ASY:
COE	receive the COLUMN AS A	DEFINE ASY: (1) ASY: NOT USED	(2) ASY:	(3) ASY: NOT USED
<u>COE</u>	receive the COLUMN AS A	DEFINE ASY: (1) ASY: NOT USED YES, MAXIMUM AGE: (1)	(2) ASY:	(3) ASY: NOT USED
200 <u>E</u>	receive the COLUMN AS A	DEFINE ASY: (1) ASY: NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM ASY: (1)	(2) ASY:	(3) ASY: NOT USED (3)
200E	COEZ COE COEZ COE COEZ COE COEZ COE	DEFINE ASY: (1) ASY: NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE PLUS ASY: (1) YES, MAXIMUM AGE PLUS ASY: (1)	(2) ASY:	(3) ASY: NOT USED (3) (3)
200E	COEZ COE COEZ COE COEZ COE COEZ COE	DEFINE ASY: (1) ASY: NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM ASY: (1)	(2) ASY:	(3) ASY: NOT USED (3) (3) (3) (3)
COE 6	receive the COLUMN AS A	DEFINE ASY: (1) ASY: NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE PLUS ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) OR OVER MAXIMUM AGE: (1) YES, WHEN OVER MAXIMUM AGE: (1) YES, WHEN OVER MAXIMUM AGE: (1)	(2) ASY:	(3)
202 a b c d	receive the COLUMN AS A	DEFINE ASY: (1) ASY: NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE PLUS ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) AND OVER MAXIMUM ASY: (1)	(2) ASY:	(3)
COE B C C	receive the COLUMN AS A COLUMN	DEFINE ASY: (1) ASY: NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE PLUS ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) AND OVER MAXIMUM ASY: (1)	(2) ASY:	(3)
COE B C C	COLUMN AS A COLUM	DEFINE ASY: (1) ASY: NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE PLUS ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) OR OVER MAXIMUM AGE: (1) YES, WHEN OVER MAXIMUM AGE: (1) NC	(2) ASY:	(3)
COE	receive the COLUMN AS A	DEFINE ASY: (1) ASY: NOT USED YES, MAXIMUM AGE: (1) YES, MAXIMUM AGE PLUS ASY: (1) YES, WHEN OVER MAXIMUM AGE: (1) NC OTHER (SPECIFY BELOW):	(2) ASY:	(3)

R3G.	What tribu	is the tions?	vesting sci (ENTER IN	same	that ap	opiles to 1 AS ABOVE FO	these of OR EACH	DEFIN	mploye ITION.	r con-	
			DEFINE	ASY:	(1)	ASY:	(2)	ASY:		(3)	ASY:
COEl	COE2	COE3 -	1			NOT USED		7			NOT USED
			<u> </u>								
a	a	a	SAME AS:	(1)_		(2)	(3)_				
E	Б	Б	IMMEDIATE	100%	VESTING	FROM THE	TIME OF	INIT	AL PAR	TICIPAT	ION
C	C	C	CLIFF VES	TING:	VESTIN	S INCREASE	S FROM (D% TO	100%	HEN:	
			AGE:			(3)					
			ASY:			(3)					
			AGE+ASY:			(3)					
			AGE:								(3)
			AGE:	(1)_	(2)_	(3)	AND	ASY:	(1)_	(2)_	(3)
a	đ	d	STEP VEST	ING:	VESTING	BEGINS AT	: (1)_	%(2)9	(3)	_, WHEN:
			AGE:		(2)_	(3)					
			ASY:	(1)_	(2)_	(3)					
			AGE+ASY:	(1)_	(2)_	(3)					
			AGE:	(1)_	(2)_	(3)	<u>OR</u>	ASY:	(1)_	(2)_	(3)
			AGE:								(3)
			VESTING R	EACHE	S: (1)	 \$(2)_	%(3)	%, WH	EN:	
			AGE:			(3)					
			ASY:	(1)_	(2)	(3)					
			AGE+ASY:			(3)					
			AGE:	(1)_	(2)_	(3)	<u>OR</u>	ASY:	(1)_	(2)_	(3)
			AGE:	(1)_	(2)_	(3)	AND	ASY:	(1)_	(2)_	(3)
			VESTING F	REACHE	S 100% W	HEN:					
			AGE:			(3)					
			ASY:			(3)					
			AGE+ASY:	_	(2)						
			AGE:					ASY:	(1)_	(2)_	(3)
			AGE:	(1)	(2)_	(3)	AND	ASY:	(1)_	(2)_	(3)
e	•	е	NO VESTI	IG SCH	EDULE CI	TED					
2	2	2	OTHER (SF	'ECIFY	BELOW):						
COET	:										
COE2	:		·								
CUES											

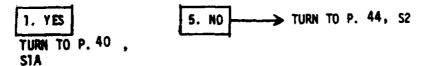
R3H. Can vested participants at their own discretion withdraw any of these employer contributions while still employed? (USE SAME COLUMN AS ABOVE FOR EACH DEFINITION.)

			DEFINE ASY: (1) ASY: (2) ASY: (3) ASY:
COE1	COE2	<u> COE3</u> -	NOT USED NOT USED NOT USED NOT USED
ā	a	a	YES
Б	Ь	Б	YES, AFTER AGE: (1)(2)(3)
			YES, AFTER ASY: (1)(2)(3)
			YES, AFTER AGE: (1)(2)(3) OR ASY: (1)(2)(3)
e	е	e	YES, AFTER AGE: (1)(2)(3)AND ASY: (1)(2)(3)
F	F	F	YES, AFTER AGE PLUS ASY EQUALS: (1)(2)(3)
9	9	9	NO, CANNOT WITHDRAW UNTIL RETIRE OR TERMINATE EMPLOYMENT
2	2	Z	OTHER (SPECIFY BELOW):
COE1:			
COE2:			
CDF3.			

SECTION S

DEFINED CONTRIBUTION PLANS: RETIREMENT BENEFITS

S1. Does the employer make any lump-sum contributions at the time of retirement to participants that qualify for normal retirement, including any contributions to achieve some minimum retirement benefit?



SIA. How is the lump-sum contribution (CLS) at the time of normal retirement determined? (USE MORE THAN ONE COLUMN IF NECESSARY.)

	CHECK:	(1) PRE TAX (2)			
			POST TAX	===	
		<u> </u>	MOT CITED		1
		(1) ASY: (2)	ASY:	(3) ASY:	USED
CLS1 CLS2	CLS3				
D	FIXED DOLLAR AN		\$(2)\$_		
C C	C FIXED PERCENTAG	E OF PAY: (1)	X(2)	X(3)	
	UP TO MAXIMUM		\$(2)\$_		
व ब	FIXED PERCENTAG	E PAY AT OR BELOW SHE: (1))x(2)_	\$(3)	<u>x</u>
	FIXED PERCENTAG	E PAY ABOVE SWB: (1))x(2)_	x (3)	
	FIXED PERCENTAL	SE PAY ABOVE SHB: (1)%(2)_	\$(3)	
لينا ليانا)\$(2)\$		
و و	9 VARYING DOLLAR	OR PERCENTAGE:			
		The mount of	PAY	PAY	PAY
S AMOUNT	—			AGE	
	B) 2 (PAY>SWB)]		ASY	
	WB) T % (PAYSSWB)		AGE+ASY	AGE+ASY	AGE+ASY
			11	<u> </u>	
(1)	(2)	(3) UNDER (NO MI			
(1)	(2)	(3)FROM (MI	N): (1)	(2)(3)_	
			TO: (1)	(2)(3)_	
(1)	(2)	(3) FR	OM: (1)	(2) (3)_	
/11	(0)		TO: (1) OM: (1)	(2)(3)_ (2) (3)	
(1)	(2)		X): (1)		
(1)	(2)	(3)OVER (NO MA	x): (1)	(2)(3)_	

S1A (continued)

CLS1 CLS2 CLS3	AUGMENT TO ACHIEVE MINIMUM ACCOUNT BALANCE OF: (1)\$(2)\$(3)\$
	AUGMENT TO ACHIEVE A MINIMUM REGULAR PAYMENT OF: (1)\$(2)\$(3)\$
	AUGMENT TO ACHIEVE A MINIMUM REGULAR PAYMENT OF: (1)
	AUGMENT TO REPLACE SS UNTIL ELIGIBLE FULL BENEFITS AUGMENT TO REPLACE SS UNTIL ELIGIBLE REDUCED BENEFITS AUGMENT TO REPLACE SS, FULL OR REDUCED NOT CITED
	OTHER (SPECIFY BELOW):
CLS2:	
CLS3:	

310.	Security EACH DEFI	taxable wage base (SWB)? (ENTER IN SAME COLUMN AS ABOVE FOR NITION.)
CLS1	CLS2 CLS	<u>3</u>
a	a a	YES, ACTUAL SWB IN EFFECT AT RETIREMENT
ь	ББ	YES, CAREER AVERAGE SWB CALCULATED AT RETIREMENT
<u> </u>	cc	YES, CAREER AVERAGE SWB ESTIMATED IN YEAR: (1) 19 (2) 19 (3) 19
đ	व व	
2	2 2	OTHER (SPECIFY BELOW):
C1 \$1 :	 	
CLS2:		
CLS3:		

•	To rece require	ive the ments?	lump-sum employer co (ENTER IN SAME COLUM	ntributio N AS ABO	ons, and E FOR I	e ther EACH D	e any o EFINITI	ther s ON.)	pecial	
_	CL S2		NO OTHER SPECIAL REQ	UIREMENT:	S (EXCE	PT MAT	CHING #	MOUNTS	;)	
コ		Б	EMPLOYER APPROVAL RE	QUIRED						
コ	С	С	PAST SERVICE REQUIRE	.D						
	d	d	IF PLAN PARTICIPANT	ON:	(1)	_19_	_(2)	19	_(3)	19
コ	e	e	IF PLAN PARTICIPANT	BEFORE:	(1)	19	_(2)	19	(3)	19
J		7	IF PLAN PARTICIPANT	AFTER:	(1)	_19_	_(2)	19_	_(3)	19
J	a	9	IF PLAN PARTICIPANT						_(3) _(3)	
J	Z	2	OTHER (SPECIFY BELOW	1):						
:	-,,-,-						<u> </u>			
;	 									

EXPRESS ALL FORMULA	S IN ANNUAL AMOUNTS.
CNRT#1 =	
	
	<u> </u>
	·
Does this pension pla accrue interest?	n specify the rate at which these contributions
1. YES	5. NO> TURN TO P. 45, 53
[
How is the annual rat	e determined?
a FIXED RATE:	X
VARYING RATE DE	PENDING ON COMPANY PERFORMANCE, NO MIN. RATE
C VARYING RATE DE	PENDING ON COMPANY PERFORMANCE, WITH MIN.:
	PENDING ON ACTUAL RETURNS ON INVESTED FUNDS
d VARYING RATE DE	

<u> AS1</u> -	DEFINE ASY:	ASY:	NOT USED
コ	NO MINIMUM AGE OR A	ASY	
	MINIMUM AGE OF:	(1)	AND NO MINIMUM ASY.
	MINIMUM ASY OF:	(1)	AND NO MINIMUM AGE.
	MINIMUM AGE OF:	(1)	AND MINIMUM ASY OF: (1)
	MINIMUM AGE OF:	(1)	AND MINIMUM ASY OF: (1)
	MINIMUM AGE OF:	(1)	AND MINIMUM ASY OF: (1)
	AGE PLUS ASY OF:	(1)	, NO MIN AGE OR ASY
	AGE PLUS ASY OF:	(1)	AND MINIMUM AGE OF: (1)
	AGE PLUS ASY OF:	(1)	AND MINIMUM ASY OF: (1)
	AGE PLUS ASY OF:	(1)	AND MINIMUM AGE OF: (1)
	AND MINIMUM ASY OF	: (1)	

DEFINE ASY:	ASY:_	NOT USED
NO MINIMUM AGE OR AS	SY	
MINIMUM AGE OF:	(2)	_ AND NO MINIMUM ASY.
MINIMUM ASY OF:	(2)	_ AND NO MINIMUM AGE.
MINIMUM AGE OF:	(2)	_ AND MINIMUM ASY OF: (2)
MINIMUM AGE OF:	(2)	_ AND MINIMUM ASY OF: (2)
MINIMUM AGE OF:	(2)	_ AND MINIMUM ASY OF: (2)
AGE PLUS ASY OF:	(2)	NO MIN AGE OR ASY
AGE PLUS ASY OF:	(2)	_ AND MINIMUM AGE OF: (2)
AGE PLUS ASY OF:	(2)	_ AND MINIMUM ASY OF: (2)
AGE PLUS ASY OF:		_ AND MINIMUM AGE OF: (2)
AND MINIMUM ASY OF:	(2)	-
OTHER (SPECIFY BELOW	∀) :	

SECTION T

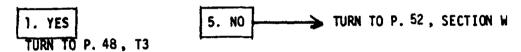
DEFINED CONTRIBUTION PLANS: EARLY AND LATE RETIREMENT

T1. Are participants in this pension plan subject to a mandatory retirement age?



TIA. What is the mandatory retirement age?

T2. For participants that retire earlier or later than the normal retirement date, does the employer make any additional lump-sum contribution to the participant's account?



T3. How is the additional lump-sum contribution (CLS) determined?

	CHECK:	(4) PRE TAX	(5) PRE TAX	(6)	PRE TAX
		POST TAX	POST T	x 🗀	POST TAX
		NOT CITED	MOT CIT	TED 🔲	NOT CITED
	DEETNE ACV.	(4) ASY:	(E) [] ASY.	/6) I	ASY:
	DELINE AST.	NOT USED			NOT USED
CLS4 CLS5 CLS6	<u> </u>				
<u>Б</u> Б Б F	TIXED DOLLAR AMOU	NT:	(4)\$	(5)\${(6)}	5)\$
	TIXED PERCENTAGE	OF PAY:	(4) %	(5)%(6	5)
لسحسا استسا	JP TO MAXIMUM AMO			(5)\$(6	
a a a f	IXED PERCENTAGE	PAY AT OR BELOW S			
e e e f	IXED PERCENTAGE	PAY ABOVE SWB:	(4)	(5)%(5)
	FIXED PERCENTAGE	PAY ABOVE SWB:	(4)	(5)	5)
		TRIBUTION:			
					 =-
۷ لو لو لو	ARTING DULLAR OF	PERCENTAGE:			
<u> </u>				F	1
S AMOUNT	S AMOUNT	S AMOUNT	☐ PAY	☐ PAY	□ PAY
□ * PAY	☐ % PAY	2 PAY	AGE	☐ AGE	☐ AGE
☐ % (PAY>SHB) [☐ % (PAY>SWB)	T (PAY>SWB)	☐ ASY	ASY	□ ASY
☐ % (PAY≼SWB) [☐ % (PAY≤SWB)	☐ % (PAY≼SWB)	AGE+ASY	1 ===	AGE+ASY
] [[.
				1	J
(4) (5	5)	(6) UNDER	(NO MIN): (4)	(5)	_(6)
	5)		OM (MIN): (4)		
	· / 	\	TO: (4)		
(4)(5	5)	(6)	FROM: (4)		
			· · · · · · · · · · · · · · · · · · ·	(5)	
(4)(5	5)	(6)	FROM: (4)		
		• • • • • • • • • • • • • • • • • • • •	TO (MAX): (4)		
(4)(5)	(6) OVER			

CLSA CLS5 CLS6 h h h AUGMENT TO ACHIEVE MINIMUM ACCOUNT BALANCE OF: (4)\$ (5)\$ (6)\$ 1 1 AUGMENT TO ACHIEVE A MINIMUM REGULAR PAYMENT OF: (4)\$ (5)\$ (6)\$ 1 1 AUGMENT TO ACHIEVE A MINIMUM REGULAR PAYMENT OF: (4) % (5) % (6) % FINAL PAY K K AUGMENT TO REPLACE SS UNTIL ELIGIBLE FULL BENEFITS T T AUGMENT TO REPLACE SS UNTIL ELIGIBLE REDUCED BENEFITS M M AUGMENT TO REPLACE SS, FULL OR REDUCED NOT CITED Z Z OTHER (SPECIFY BELOM): CLS4:	T3, (continued)	
(4)\$(5)\$(6)\$ AUGMENT TO ACHIEVE A MINIMUM REGULAR PAYMENT OF: (4)\$ (5)\$ (6)\$ FINAL PAY K		
(4)		
AUGMENT TO REPLACE SS UNTIL ELIGIBLE REDUCED BENEFITS THE TOTAL AUGMENT TO REPLACE SS, FULL OR REDUCED NOT CITED TOTAL CLS4: CLS5:		
CLS5:		AUGMENT TO REPLACE SS UNTIL ELIGIBLE REDUCED BENEFITS
		OTHER (SPECIFY BELOW):
CLS6:	CLS5:	
	CLS6:	

IJA.	Security ta	xable wage base (SWB)? (ENTER IN SAME COLUMN AS ABOVE FOR TION.)
CLS4	CLS5 CLS6	YES, ACTUAL SWB IN EFFECT AT RETIREMENT
ь	ББ	YES, CAREER AVERAGE SWB CALCULATED AT RETIREMENT
©	<u> </u>	YES, CAREER AVERAGE SWB ESTIMATED IN YEAR: (1) 19 (2) 19 (3) 19
đ	व व	NO (1) 19 (2) 19
2	ZZ	OTHER (SPECIFY BELOW):
CL 54 :		
CLS5:		
CLS6:	·	

₹3В.	To receive t special requ	the lump-sum employer contribu uirements? (ENTER IN SAME COL	tions, are th UMN AS ABOVE	ere any FOR EACH	other DEFINITION	.)
LS4	CLSS CLS6	NO OTHER SPECIAL REQUIREMENT	S (EXCEPT MAT	CHING AM	OUNTS)	
b		EMPLOYER APPROVAL REQUIRED				
Ç	c c	PAST SERVICE REQUIRED				
đ	<u>a</u> <u>a</u>	IF PLAN PARTICIPANT ON:	(4)19	_(5)	_19(6)	19
е	e e	IF PLAN PARTICIPANT BEFORE:	(4)19	_(5)	_19(6)	19

f f F IF PLAN PARTICIPANT AFTER	: (4)19(5)19(6)19
g g IF PLAN PARTICIPANT FROM	(4) 19 (5) 19 (6) 19
	(4)19(5)19(6)19
Z Z OTHER (SPECIFY BELOW):	

السخبا	
CLS4:	
CLS5;	
CLS6:	

SECTION W

DEFINED CONTRIBUTION PLANS: DISABILITY, DEATH AND SURVIVOR BENEFITS

พ.			pens io benef		inclu	de any	y speci	ial provi	sions for (isability
	1	. YES				5.	NO	> 1	TURN TO P.	58 , W3
W1A.	perc	this entag bleme	e for	on plan partici	incl p ants	ude a that	provis were r	sion that not fully	increases vested at	the vesting the time of
			DEFINE	ASY:		ASY:			☐ NOT U	SED
	•	YES,	INCRE	ASED TO	100%	AT T	IME OF	DISABLEM	MENT	
	Б	YES,	INCRE	ASED TO	100%	WH EN	ABOVE	MINIMUM	AGE:	
	c	YES,	INCRE	ASED TO	100%	WH EN	ABOVE	MINIMUM	ASY:	!
	d	YES,	INCRE	ASED TO	100%	WHEN	ABOVE	MINIMUM	AGE+ASY:	
	e	YES,	INCRE	ASED TO	100%			MINIMUM MINIMUM	AGE: ASY:	
	Ŧ	YES,	INCRE	ASED TO	100%			MINIMUM MINIMUM		
	9			G PERCE SABLEME		IS NO	T INC	REASED AB	OVE AMOUNT	CALCULATED AT
	2	OTHE	R (SPE	CIFY):					<u>.</u>	

	L	DEFI	NE'	ASY:		1	ASY	<u>:_</u>		☐ NOT US	ED
ā	ACC	RUE	ONE	ASY	FOR	EACH	YEAR	DIS	ABLED, N	O MAXIMUM.	
Б	ACC	RUE	ONE	ASY	FOR	EACH	YEAR,	TO	MAXIMUM		AGE:_
	ACCI	RUE	ONE	ASY	FOR	EACH	YEAR,	TO	MAXIMUM	ADDITIONAL	ASY:_
d	ACC	RUE	ONE	ASY	FOR	EACH	YEAR,	TO	MAXIMUM	TOTAL	ASY:_
e	ACCI	RUE	ONE	ASY	FOR	EACH	YEAR,	TO	TOTAL	AGE	+ASY:_
Ŧ	NO A	ADDI	TIO	VAL :	S ERV	ICE Y	ears (RED	ITED.		
2	ОТНІ	ER (SPE	CIFY):						

W2.	at the time	mployer make any le of disablement, tirement benefit?	ump-sum contributi including any con	ions to participa tributions to ach	nt's accounts ieve some
	1. YES		NO TURN	TO P. 58 , W3	•
	1			the of semal:	netivement
WZA.	How is the determined	e lump-sum contrib ? (USE MORE THAN	ution (CLS) at the ONE COLUMN IF NEC	ESSARY.)	18 C
		CHECK:	POST TAX	POST TAX	<u> </u>
		DEFINE ASY:	(7) ASY:	(8) ASY:	(9)
<u>CLS7</u>	CLSA CLS9	->	NOT USED		
Ь	5 6	FIXED DOLLAR AMOL	NT:	• • •)\$(9)\$
<u> </u>		FIXED PERCENTAGE UP TO MAXIMUM AMO)x(9)x)\$(9)5
d	व व	FIXED PERCENTAGE	PAY AT OR BELOW S)*(9)*
(e)	e e	FIXED PERCENTAGE	PAY ABOVE SWB:)
			PAY <u>ABOVE</u> SWB: (TRIBUTION:		%(9))\$(9)\$
9	ا ا	VARYING DOLLAR OF	R PERCENTAGE:		
	1	S AMOUNT PAY PAY PAY>SWB) PAYSSWB)	(PAYSSHB)	AGE+ASY	☐ PAY ☐ PAY ☐ AGE ☐ ASY ☐ AGE+ASY ☐ AGE+ASY ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐
(7)	1	(8)	(9) UNDER	(NO MIN): (7)	(8)(9)
(7)		(8)	(9) FR	OM (MIN): (7)	(8)(9)
(7)		(8)	(9)	FROM: (7)	(8)(9) (8)(9)
(7)		(8)	(9)	FROM: (7)	(8)(9) (8)(9)
(7)		(8)			(8)(9)

W2A. (continued)

CLS7 CLS8 CLS9	
h h h	AUGMENT TO ACHIEVE MINIMUM ACCOUNT BALANCE OF:
	(7)\$(9)\$
	AUGMENT TO ACHIEVE A MINIMUM REGULAR PAYMENT OF: (7)\$ (8)\$(9)\$
	AUGMENT TO ACHIEVE A MINIMUM REGULAR PAYMENT OF: (7)% (8)% (9)% FINAL PAY
	AUGMENT TO REPLACE SS UNTIL ELIGIBLE FULL BENEFITS
•	AUGMENT TO REPLACE SS UNTIL ELIGIBLE REDUCED BENEFITS
•	
m m m	AUGMENT TO REPLACE SS, FULL OR REDUCED NOT CITED
2 2 2	OTHER (SPECIFY BELOW):
CLS7:	
CLS8:	
CLS 9:	

	Security tag EACH DEFINI	ne above lump-sum_contribution formulas depend on the Social cable wage base (SWB)? (ENTER IN SAME COLUMN AS ABOVE FOR ITON.)							
CL S7	CLS8 CLS9								
a	a a	YES, ACTUAL SWB IN EFFECT AT RETIREMENT							
Ь	The second of th								
C	C C	YES, CAREER AVERAGE SWB ESTIMATED IN YEAR: (7) 19 (8) 19 (9) 19							
đ	व व	NO (5) 13 (5) 13							
Z	ZZ	OTHER (SPECIFY BELOW):							
CLS7:									
CL 58:									
CLS9:									
W2C	dwa the show	. lower and an experience and an experience							
	earmed duris	e lump-sum contribution formulas based on wages and salaries of specific calendar time periods, or during all years this pension plan? (ENTER IN SAME COLUMN AS ABOVE FOR ION.)							
	earned during covered by 1	g specific calendar time periods, or during all years his pension plan? (ENTER IN SAME COLUMN AS ABOVE FOR							
	earned during covered by 1 EACH DEFINITE	g specific calendar time periods, or during all years his pension plan? (ENTER IN SAME COLUMN AS ABOVE FOR							
CLS7	covered by the EACH DEFINITION CLS8 CLS9	g specific calendar time periods, or during all years this pension plan? (ENTER IN SAME COLUMN AS ABOVE FOR TON.)							
CLS7 a b	earned during covered by the EACH DEFINITION CLS8 CLS9 a a a b b	g specific calendar time periods, or during all years this pension plan? (ENTER IN SAME COLUMN AS ABOVE FOR TION.) COVERS ALL YEARS: NO SPECIFIC DATES CITED.							
cLS7 a b	earned during covered by 1 EACH DEFINITION CLS8 CLS9 a a a a b b b	covers ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (7),19 (8),19 (9),19							
cLS7 a b	earned during covered by 1 EACH DEFINITION CLS8 CLS9 a a a a b b b	covers ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (7),19(8),19(9),19 AFTER: (7),19(8),19(9),19							
CL \$7 a b c	earned during covered by the EACH DEFINITION of the EACH DEFINITION	g specific calendar time periods, or during all years this pension plan? (ENTER IN SAME COLUMN AS ABOVE FOR TION.) COVERS ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (7),19(8),19(9),19 AFTER: (7),19(8),19(9),19 FROM: (7),19(8),19(9),19							
CL \$7 a b c	earned during covered by the EACH DEFINITION of the EACH DEFINITION	rig specific calendar time periods, or during all years this pension plan? (ENTER IN SAME COLUMN AS ABOVE FOR TION.) COVERS ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (7),19(8),19(9),19 AFTER: (7),19(8),19(9),19 FROM: (7),19(8),19(9),19 TO: (7),19(8),19(9),19							
CL \$7 a b c	earned during covered by the EACH DEFINITION of the EACH DEFINITION	g specific calendar time periods, or during all years this pension plan? (ENTER IN SAME COLUMN AS ABOVE FOR TON.) COVERS ALL YEARS: NO SPECIFIC DATES CITED. BEFORE: (7),19(8),19(9),19 AFTER: (7),19(8),19(9),19 FROM: (7),19(8),19(9),19 TO: (7),19(8),19(9),19 OTHER (SPECIFY BELOW):							

W2 D.	To receive special re	the lump-su quirements?	m employer c (ENTER IN S	ontributi AME COLUM	ions, are th N AS ABOVE	ere any o FOR EACH	ther DEFINIT	rion.)		
CLS7	CLS8 CLS	9 NO OTHER	SPECIAL REC	UIREM E NTS	S (EXCEPT MA	TCHING AM	IOUNTS)			
Б		EMPLOYER APPROVAL REQUIRED								
С		PAST SER	VICE REQUIRE	:D						
đ	व व	IF PLAN	PARTICIPANT	ON:	(7)19_	(8)	_19	(9)	_19	
e	e	IF PLAN	PARTI CI PANT	BEFORE:	(7)19_	(8)	_19	(9)	_19	
		IF PLAN	PARTICIPANT	AFTER:	(7)19_	(8)	_19	(9)	_19	
9	9 9	☐ IF PLAN	PARTICIPANT							
Z	2 2	OTHER (S	PECIFY BELOW	1):						
CLS7:										
CLS8:					· · · · · · · · · · · · · · · · · · ·	. , _ _				
CLS9:				 						

		. YES]	5. NO	<u></u>	→ TUR	N TO P. 64	, SECTION X
W3A.	Does perce death	ntage	ension plan i for participa	nclude a p nts that v	provisio were not	n that fully	increases vested at	the vesting the time of
			DEFINE ASY:		ASY:		☐ NOT	USED
	ā	YES,	INCREASED TO	100% AT T	ME OF D	EATH		
	Б	YES,	INCREASED TO	100% WHEN	ABOVE M	MUMININ	AGE :	
	C	YES,	INCREASED TO	100% WHEN	ABOVE M	INIMUM	ASY:	
	a	YES,	INCREASED TO	100% WHEN	ABOVE M	INIMUM	AGE+ASY:	
	e	YES,	INCREASED TO	100% WHEN	ABOVE M	INIMUM	AGE:	
				OR	ABOVE M	INIMUM	ASY:	
	T	YES,	INCREASED TO	100% WHEN	ABOVE M	MUMINI	AGE:	
				AND	ABOVE M	IINIMUM	ASY:	
	9	NO, V	ESTING PERCEN OF DEATH.	TAGE IS NO	OT INCRE	ASED AB	OVE AMOUNT	CALCULATED /
	2	OTHER	R (SPECIFY):				•	

the participant would have been eligible for early or normal retirement benefits, or are no additional service years credited after the time of death? DEFINE ASY: ASY: **■ NOT USED** a ACCRUE ONE ASY FOR EACH YEAR, NO MAXIMUM. **b** ACCRUE ONE ASY FOR EACH YEAR, TO MAXIMUM AGE: ASY:____ C ACCRUE ONE ASY FOR EACH YEAR, TO MAXIMUM ADDITIONAL ACCRUE ONE ASY FOR EACH YEAR, TO MAXIMUM TOTAL ASY:____ AGE PLUS ASY:____ e ACCRUE ONE ASY FOR EACH YEAR, TO TOTAL USE ASY AT THE TIME OF DEATH; AND GREATER OF AGE AT DEATH OR AGE: NO ADDITIONAL AGE OR SERVICE YEARS CREDITED. Z OTHER (SPECIFY):

W3B. After the participant's death, does service credit continue to accrue until

the	the employer make an time of death, includ mum benefit?	y lump-sum contribut ing any additional c	ions to participants ontributions to achie	accounts at ve some
•	. YES	5. NO	TURN TO P. 64 , SE	CTION X
W4A. How	\downarrow is the additional lu	mp-sum contribution	(CLS) determined?	
	CHECK	(10) PRE TAX POST TAX NOT CITED		POST TAX
CLS10 CLS11		MOT USED	(11) ASY:	
<u> </u>		10UNT:	(10)\$(11)\$	(12)5
	c FIXED PERCENTAL	GE OF PAY:	(10) x(11) (10)\$ (11)\$	%(12) % (12)\$
ه ه	d FIXED PERCENTA	GE PAY AT OR BELOW SI	MB:(10)%(11)	<u> %(12)</u>
e e	e FIXED PERCENTA	GE PAY ABOVE SWB:	(10)	<u>%(12)</u> %
T		GE PAY ABOVE SWB:	(10) <u>*(11)</u> (10)\$(11)\$_	
99	9 VARYING DOLLAR	OR_PERCENTAGE:		
\$ AMOUNT \$ PAY 1% (PAY) 1% (PAY)	SWB) 2 PAY (PAY>SWB)	1 1	PAY AGE ASY AGE+ASY AGE	GE AGE
(10)	(11)	(12) UNDER	(NO MIN):(10)	(12)
(10)	(11)		OM (MIN):(10)(11	
•	· · · · · · · · · · · · · · · · · · ·		TO:(10)(1	
(10)	(11)	(12)	FROM: (10) (1' TO: (10) (1'	
(10)	(11)	(12)	TO:(10)(1' FROM:(10)(1' TO (MAX):(10)(1'	(12)
(10)	(11)		(NO MAX):(10)(11)(12)

W4A. (continued)
CLS10 CLS11 CLS12
h h augment to Achieve Minimum Account BALANCE OF:
(10)\$(11)\$(12)\$
AUGMENT TO ACHIEVE A MINIMUM REGULAR PAYMENT OF:
(10)\$(11)\$
AUGMENT TO ACHIEVE A MINIMUM REGULAR PAYMENT OF:
(10)% (11)% (12)% FINAL PAY
AUGMENT TO REPLACE SS UNTIL ELIGIBLE FULL BENEFITS
AUGMENT TO REPLACE SS UNTIL ELIGIBLE REDUCED BENEFITS
m m AUGMENT TO REPLACE SS, FULL OR REDUCED NOT CITED
Z Z OTHER (SPECIFY BELOW):
CLS10:
CLS11:
CLS12:

W4B. Do any of th Security tax EACH DEFINIT	e above lump-sum_contribution formulas depend on the Social able wage base (SMB)? (ENTER IN SAME COLUMN AS ABOVE FOR TON.)
CLS10 CLS11 CLS12	
a a a	YES, ACTUAL SWB IN EFFECT AT RETIREMENT
БББ	YES, CAREER AVERAGE SWB CALCULATED AT RETIREMENT
<u> </u>	YES, CAREER AVERAGE SWB ESTIMATED IN YEAR: (10) 19 (11) 19 (12) 19
व व व	NO 19 (10) 19 (12) 19
2 2 2	OTHER (SPECIFY BELOW):
CLS10:	
CLS11:	
CLS12:	

NAC. To receive the lump-sum employer contributions, are there any other special requirements? (ENTER IN SAME COLUMN AS ABOVE FOR EACH DEFINITION.)											
CLS10	CLS11	<u>CLS12</u>									
a	a	a	NO OTHER SPECIAL REQUIREMENTS (EXCEPT MATCHING AMOUNTS)								
Б	Б		EMPLOYER APPROVAL REQUIRED								
C	С	С	PAST SEF	RVICE REQUIRE	ED						
<u>d</u>	d	đ	IF PLAN	PARTICIPANT	ON:	(10)	_19	(11)	_19	(12)	_19
e	e	e	IF PLAN	PARTICI PANT	BEFORE:	(10)	_19	_(11 <u>)</u>	_19	(12)	_19
Ţ.			IF PLAN	PARTICIPANT	AFTER:	(10)	_19	_(11)	_19	(12)	_19
9	<u>a</u>	<u> </u>	IF PLAN	PARTICIPANT	FROM: TO:	(10) <u> </u>	_19 _19	_(11 <u>)</u> _(11 <u>)</u>	_19_ _19	_(12) _(12 <u>)</u>	_19_ _19_
1	2	2	OTHER (SPECIFY BELO	W):						
CLS10:						- <u>-</u>					
CLS11:.											
CLS12:					<u> </u>						

SECTION X

DEFINED CONTRIBUTION PLANS: PAYMENT OPTIONS

х1.	Does this pension plan include a payment option available at the time of retirement under which benefits would continue to be paid to a surviving beneficiary?
	1. YES 5. NO
XT A.	Under which retirement circumstances is the survivor payment option available?
	NORMAL RETIREMENT
	b LATE RETIREMENT
	C EARLY RETIREMENT
	d VESTED DEFERRED RETIREMENT .
	e DISABILITY RETIREMENT
	Z OTHER (SPECIFY):

X2.	Excluding survivor benefits, does this pension plan include a provision for any lump-sum benefit payment upon the death of a retired participant?				
		. YES TURN TO P. 66, SECTION Y			
X2A.	Unde made	r which retirement circumstances are the death benefit payments ? (CHECK ALL THAT APPLY.)			
	a	NORMAL RETIREMENT			
	D	LATE RETIREMENT			
	C	EARLY RETIREMENT			
	d	VESTED DEFERRED RETIREMENT			
	e	DISABILITY RETIREMENT			
	2	OTHER (SPECIFY):			
X2B.	How	are the lump-sum death benefits calculated for a retired participant?			
	a	FIXED DOLLAR AMOUNT: \$			
		FIXED PERCENT YEARLY BENEFITS:%			
	Z	OTHER (SPECIFY):			
	•				

SECTION Y

DEFINED CONTRIBUTION PLANS: CLASSIFICATION & MISCELLANEOUS PROVISIONS

Y1. For each variable below coded in previous sections, indicate the type of plan (401-k, SEP, profit-sharing, etc.) by placing a code letter from the table below beside the variable name.

MAN1	MAN2	MAN3
MMAN1	MMAN2	MMAN3
VOL1	VOL2	VOL3
MVOL1	MVOL2	MVOL3
CTE1	CTE2	CTE3
COE1	COE2	COE3
CLS1	CLS2	CLS3
CLS4	CLS5	CLS6
CLS7	CLS8	CLS9
CLS10	CLS11	CLS12

Type of Plan	CODE
MONEY PURCHASE	A
401-K	В
PROFIT SHARING	С
THRIFT/SAVINGS	D
EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)	E
TARGET BENEFIT	F
SIMPLIFIED EMPLOYEE PENSION (SEP)	G
KEOUGH PLAN	H
NOT A QUALIFIED PLAN	I
NOT CITED	J

Y2. Do any of the allow the emplaceount.	plans denoted by the loyee to direct the in	variables below vestment of their
NO TUE	N TO P. 68	
YES Che	eck the plan variables vestment is directed b	below whose by the employee.
MAN1	MAN2	MAN3
MMAN1	MMAN2	MMAN3
VOL1	VOL2	VOL3
MVOL1	MVOL2	MVOL3
CTE1	CTE2	CTE3
COE1	COE2	COE3
CLS1	CLS2	CLS3
CLS4	CLS5	CLS6
CLS7	CLS8	CLS9
CLS10	CLS11	CLS12
employee. Ch	investment options a eck all that apply. KET INSTRUMENTS/FUNDS	
b BOND FUND	e s	
c PORTFOLIO	S OF DIVERSIFIED STOC	K
d UNDIVERSI	FIED PORTFOLIO OF THE	FIRM'S OWN STOCK
e OTHER		

Y4. Can the participant, at their own discretion, borrow money from any of the plans?

NO TURN	TO P. 69	
YES Chec	ck the plan variable visions allow partic	s below whose ipant loans.
MAN1	MAN2	МУ ИЗ
MMAN1	MMAN3	mman3
VOL1	VOL2	VOL3
MVOL1	MVOL2	MVOL3
CTE1	CTE2	CTE3
COE1	COE2	COE3
cLs1	CLS2	CLS3
CLS4	CLS5	CLS6
	CLS8	CLS9
CLS7		CLS12
CLS10	CLS11	

SECTION Z DEFINED CONTRIBUTION PLANS: COMMENTS

21. Record below any unusual characteristics of this pension plan, or any other information needed to interpret the plan provisions as coded in Sections L-Y.