

## VESTING STATEMENT

Pursuant to the terms of the Pension Protection Act of 2006, Participants must be provided with the following information regarding their vested interest in the Plan on a yearly basis. If you have any questions, please contact the Plan Administrator.

### What is my vested interest in my account?

You are always 100% vested (which means that you are entitled to all of the amounts) in your account attributable to salary deferrals, as well as in the following contributions:

- rollover contributions.
- QNEC contributions.
- QMAC contributions.

Your "vested percentage" in your account attributable to your matching contributions is determined under the following schedule(s) and is based on vesting Years of Service. You will always, however, be 100% vested upon your Normal Retirement Age.

Vesting Schedule	
Years of Service	Percentage
Less than 3	0%
3	100%

Your vested percentage will not be less than your vested percentage in the Plan before this amendment and restatement.

### How do I determine my Years of Service for vesting purposes?

To earn a Year of Service, you must be credited with at least 1,000 Hour(s) of Service during a Plan Year. The Plan contains specific rules for crediting Hours of Service for vesting purposes. The Administrator will track your service and will credit you with a Year of Service for each Plan Year in which you are credited with the required Hour(s) of Service, in accordance with the terms of the Plan. If you have any questions regarding your vesting service, you should contact the Administrator.

### Does all my service count for vesting purposes?

In calculating your vested percentage, all service you perform for us will generally be counted. However, there are some exceptions to this general rule.

**Break in Service rules.** For vesting purposes, you have a Break in Service if you complete less than 501 Hours of Service during the Plan Year. However, if you are absent from work for certain leaves of absence such as a maternity or paternity leave, you may be credited with 501 Hours of Service to prevent a Break in Service.

The Administrator monitors the Break in Service rules and can provide you with additional information on the effect of these rules.