

EMPLOYER SUSPENSION

The Plan allows your employer to suspend its participation in the Plan by following certain procedures. A suspension differs from a withdrawal, which permanently ends the employer's participation and results in all of its employees' benefits ceasing to accrue. This section describes the procedures for starting and stopping a suspension and explains its effects.

STEPS REQUIRED TO SUSPEND

Your employer's suspension may be effective as of the first day of any month. To effectuate its suspension, the Plan would require the employer to take two steps. First, at least 60 days before the suspension's effective date, it would have to file with the Plan's Retirement Committee a written request to suspend. Second, at least 45 days before the suspension's effective date, it would have to mail to each of its employed Plan participants a written notice of suspension. Under no condition could a suspension begin without those notices being timely provided.

RETURN FROM SUSPENSION

The Plan allows a suspended employer to again become a fully active participating employer as of the first day of any month following notice to the Retirement Committee 60 days in advance and to participants 30 days in advance.

EFFECTS OF SUSPENSION

During suspension no employees of your employer would receive Creditable Service. As a result, your Accrued Benefit would increase only by increases in your Wage Bases, which would continue to be counted and included toward your Final Average Wage Base. You would also cease to make employee contributions during a period of suspension. Moreover, employees who have not yet become participants would not accrue any benefits under the Plan because they would neither be receiving Creditable Service nor making employee contributions, though they would be considered to enter the Plan under the normal participation rules and would be credited with Wage Bases and Vesting Service that would apply if your employer again became an active participating employer.