

NOTICE – Changes to Pension Plans

RETIREMENT PLAN

- **Distributions to Alternate Payees under a Qualified Domestic Relations Orders**

The Plan has been amended to modify the time when an alternate payee can begin to receive benefits awarded to them in connection with a divorce or dissolution under the terms of a qualified domestic relations order (“QDRO”). As a result of this amendment, an alternate payee’s benefits cannot be paid until the participant becomes entitled to a distribution of benefits as a result of terminating covered employment or, if earlier, when the participant attains age 50. This change applies to QDROs received on and after February 22, 2007. Prior to this change, alternate payees were permitted to elect to receive benefits assigned to them as soon as practicable after approval of the court order as a QDRO.

RETIREMENT PLAN AND 401(K) PLAN

- **Direct IRA Rollovers Available to Non-Spouse Beneficiaries**

The Trustees have also adopted provisions that permit non-spouse beneficiaries to elect a direct rollover of a deceased participant’s account balance to an IRA without any current tax consequences, as permitted by recent federal pension legislation. The right to elect such a rollover is effective February 2, 2007, even if the account balance is attributable to a participant who died before that date. Under prior law, the Plan restricted rollovers of a deceased participant’s account balance to surviving spouses.