

Plan Sponsor Acknowledgement

By signing the attached Adoption Agreement, I acknowledge that I have read and understand the plan design provisions set forth in the enclosed plan documents for the Plan. I also acknowledge that these elections were made per the direction given and have been communicated to the Plan's adopting employers. The provisions contained in the Plan documents have been explained to my satisfaction. I further acknowledge the responsibility as the Plan Administrator to retain the original Plan document and any amendments and restatements since the Plan's original effective date.

Plan Name ("Plan"):

Signature of Named Plan Administrator

Printed Name

Date (MM/DD/YYYY)