

**STEL, Inc.**

**Summary of Plan Provisions for the Employer Contribution Plan**

**General Provisions**

Effective Date:

The original effective date of the plan is January 1, 1990. The plan was restated to comply with GUST on January 1, 2003.

Plan Year:

The plan year is from January 1<sup>st</sup> to December 31<sup>st</sup>.

**Eligibility Requirements**

Participating Employees:

You are considered a participating employee once you meet the minimum age and service requirements, provided you are not covered by a collective bargaining agreement or a non-resident alien.

Eligibility Requirements:

In order to become eligible for Employer Contributions, you must complete one year of service (1000 hours) and attain age 21.

Entry Dates:

January 1<sup>st</sup> or July 1st following satisfaction of eligibility requirements.

**Contributions and Plan Investments**

Profit Sharing Contributions:

The employer may elect to make a discretionary employer contribution amount to an employee who satisfies 1000 hours of service and is actively employed on the last day of the plan year. The contribution will be allocated in proportion to the participant's compensation compared to the total compensation.

Rollover Contributions:

Rollover contributions are accepted even prior to satisfaction of plan eligibility requirements.

Investments:

It is the intent of this plan to comply with Section 404(c) ERISA. This means the Plan Sponsor will be relieved of fiduciary liability and responsibility for the investment selection made by each employee on their accounts. In addition, the Employer has selected a default fund. In the event that an eligible employee has not provided investment direction for their initial contribution, their money will be invested in this manner. This employee will have the ability to change this investment option at any time via the 800 toll-free number or the Internet. The change will take place within 3 business days.

## ***Distribution of Benefits***

### Distribution Events:

- (i) In Service Distributions: Attaining age 59 1/2 if account is 100% vested.
- (ii) Other: Early retirement at age 59 1/2 with 5 years of service. Retirement at age 65, Death, Disability or Separation from service.

A distribution will occur as soon as administratively feasible following the distribution event to which it relates.

### Loans:

Your plan permits loan distributions. The amount you may borrow is limited to 50% of your *vested* account balance (not to exceed \$50,000). The minimum loan amount is \$1,000. If you default in repaying your loan, the remaining unpaid balance must be included in your taxable income for the year. Multiple loans are not permitted, however, you may refinance a current loan, if applicable account balance is available.

### Vesting:

The following schedule applies to the portion of your account balance consisting of discretionary profit sharing and any earnings on these contributions for employees hired on or after January 1, 2001:

<u>Years of Service</u>	<u>Percent Vested</u>
1 year of service	0%
2 years	0%
3 years	50%
4 years	50%
5 years	100%

The following schedule applies to the portion of your account balance consisting of discretionary profit sharing and any earnings on these contributions for employees hired before January 1, 2001:

<u>Years of Service</u>	<u>Percent Vested</u>
1 year of service	0%
2 years	20%
3 years	100%

### Forms of Distributions:

Your account balance will be distributed to you or your beneficiary in a single, lump sum payment. Please refer to your Summary Plan Description for further details.

## ***Administrative Fees:***

### Active Participants:

Your employer is paying the administrative fees and participant fees.

### Terminated Participants:

Your former employer is paying the administrative fees and participant fees.

This is meant to be a brief synopsis highlighting the benefits available to you under the plan. Your Summary Plan Description (SPD) contains all provisions of the plan. If there are any differences between this summary sheet, the SPD and the plan document due to amendments from time to time, the plan document will dictate.