

**UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT ACT
“USERRA”**

**IMPORTANT NOTICE ABOUT YOUR PLAN ACCOUNT
MAKE-UP CONTRIBUTION NOTICE**

Name of Plan

- PARTICIPANT

Name of Participant

Under the terms of the Plan and USERRA, when you return from qualified military service within the time periods specified under the law after the end of your military service, you are entitled to make up any 401(k) contributions you could have made while you were away on military service.

You have a period of time which is three times the length of your military leave, up to a maximum of five years from the date you returned to employment in which to deposit in the Plan the 401(k) contributions you would have made but for the fact you were in military service. If the Company made a matching contribution during that time, your make-up 401(k) contributions will be matched to the same extent they would have been matched but for the fact you were in military service.

In addition, if the Company made other employer contributions during the time you were in military service but would otherwise have been employed by the Company, you will receive those contributions without the need to make 401(k) contributions.

All make-up contributions will be based upon what your compensation from the Company would have been during the period that you were in military service or if that can't be reasonably determined, on the basis of your average rate of compensation during the 12-month period immediately preceding your period of military service.

If you are interested in making up your 401(k) contributions for the time you were on military leave, please contact your Plan Administrator.