

WTIA 401(k) Plan Participating Employer Special Elections

Participating Employer: _____

Contact Person: _____

Signature: _____

Date: _____

The WTIA 401(k) plan has made several plan design decisions for participating employers to simplify and standardize the retirement experience for participants. There are certain special elections that have been made available to provide employers with the flexibility to meet their business and retirement plan objectives.

No Special Elections. Do not complete the rest of this form.

Special Elections. Select all optional provisions that will apply to your plan:

Employer Matching

Option 1: No employer contributions

Option 2: Employer matching contributions

Option A: Fixed non-safe harbor match: _____%

Option B: Safe harbor match

100% of the first 4% deferred or

100% of the first 3% deferred and 50% on next 2% deferred, and

Additional safe harbor match on discretionary contribution

Option 3: Employer non-matching contribution options

Option A: With no other employer contributions

Option B: In addition to employer match above

Exclude temporary, part-time and seasonal employees

Establish eligibility based on service or age

Eligibility Starts When:

First month after hire

____months of service (if not 3 months)

Minimum Age ____ (Not to exceed age 21)

Roth deferrals not permitted

Automatic deferrals

Automatic deferral percentage: ____%

Participants in new and renewing plans subject to auto deferral:

Option 1: All participants

Option 2: All participants except those with contrary deferral elections

Option 3: Only new participants as of or after Plan restated effective date

Contrary deferral elections receive annual automatic deferral notices? Y N

90-day refund permitted on participant's initial auto deferrals? Y N

Vesting options for employer matching and non-matching contributions

Option 1: Immediate vesting

Option 2: 3 year vesting

Option 3: 4 year vesting

Option 4: 5 year vesting

Fixed installment distributions for retirees post 70.5 years of age

No participant Loans

“Top-paid group election” applies in determining “ HCE groups” for testing