

Irrevocable Pledge & Assignment

Plan:

A. Participant

In consideration of a loan to me by the Trustee of the Plan, as evidence by a copy of the Promissory Note attached to this pledge, I hereby irrevocably pledge and assign to the Trustee of the Plan, or to its successor or successors, 50% of my vested accrued benefit, determined by the most recent valuation prior to the date of the loan which is subject to this pledge, to the extent necessary to satisfy such loan, any unpaid interest on such loan, all attorney's fees necessary for collection of this obligation and all costs of collection. Failure by me to repay this loan when due or to pay any installment or interest when due authorizes the Trustee to foreclose on this security and interest on the indebtedness.

Should my employment terminate with the Employer for any reason while this obligation is unpaid and under circumstances in which the Trustee ordinarily would make a distribution from the Plan to me or to my named beneficiary, I authorize the Trustee to reduce the amount otherwise distributable to me or to my named beneficiary, by this outstanding indebtedness, together with any accrued interest due on the indebtedness.

This Irrevocable Pledge and Assignment binds my heirs, my personal representatives or my other legal representatives.

Marital Status:

I certify that:

- I am not married at this time.
- I am married at this time. (Spouse must complete section B)

Participant's Signature

Date

B. Spouse

I hereby consent to the pledge of 50% of my spouse's vested benefit as a condition to the receipt of a participant loan from this Plan. I certify that I understand the execution by the Trustee on the pledge may reduce the amount distributable to me, if any, from my spouse's accrued benefit under the Plan, should I survive my spouse.

Spouse's Signature

Date

Plan Committee Member or Notary

Date