

the Plan Sponsor will determine the required employee contributions for reimbursement to the Plan Sponsor, and distribute the schedule of such required contributions to employees.

Date of the end of the year for purposes of maintaining Plan's fiscal records

Plan year shall be a 12-month period ending **December 31st**

Determinations of Qualified Medical Child Support Orders The Plan's procedures for

handling qualified medical child support orders, shall be without charge upon request to the Plan Administrator.