

2. The contributions by the Company for each taxable year shall be credited to the members' accounts. The account of each member shall be credited with such member's pro rata share of the Company's contributions. This pro rata share shall be determined by dividing the compensation of such member by the aggregate compensation of all members, and by multiplying the result obtained by the total contributions by the Company for the taxable year.

The amounts forfeited by members since the preceding valuation date, adjusted to the current market value, shall be credited to the accounts of the remaining members who were participants in the Plan on the anniversary date immediately preceding the date of forfeiture. The account of each such member shall be credited with that member's pro rata share of such forfeitures, to be determined by dividing the current compensation for credit purposes of each such member by the aggregate compensation for credit purposes of all such members, and by multiplying the result obtained by the total forfeitures in the taxable year.

3. The sum of the current market value of each member's account, as established in Paragraph 1, plus the amount credited to each member's account in accordance with Paragraph 2, shall be the value shown by the Executive Committee in a member's account as of each valuation date.

ARTICLE VII

BENEFITS

1. Retirement Benefits - The interest of a member retiring under the Plan at his normal or actual retirement date, as the case may be, computed as of such retirement date in accordance with Article VI hereof, shall be paid to such member in such manner as the Executive Committee shall, in its discretion, direct. No employee participating in the Plan shall continue in the employment of the Company after his normal retirement date except at the request of the Board of Directors of the Company. Such employee who shall continue in his employment after his normal retirement date, in accordance with the request of the Board of Directors of the