

of benefit under the Plan computed in accordance with the method outlined in Article VI hereof, on the basis of the following percentages of his interest in the Plan as of the anniversary date immediately preceding or coinciding with the termination of his employment.

Where participation in the Plan is for less than four (4) years, such member shall receive no benefits;

Where participation in the Plan is four (4) complete years or more, the member shall receive forty (40%) per cent of such interest, plus an additional twelve (12%) per cent of such interest for each full year of participation in the Plan in excess of four (4) years, but in no event more than one hundred (100%) per cent of such interest.

The amount so computed in accordance with percentages set out above shall be paid to such employee in such manner as the Executive Committee shall, in its discretion, direct. The Executive Committee, however, shall apply reasonable uniformity in making payments to employees.

4. Death Benefits - Should any member die prior to his retirement under the Plan, the interest of such member, computed as of the anniversary date immediately preceding or coinciding with the date of his death, shall be paid to such deceased member's named beneficiary, personal representative, or heirs at law, in accordance with Article XIII hereof, in such manner as the Executive Committee shall, in its discretion, direct.

5. Investment of Funds from which Benefits are Payable - Upon the retirement of a member from the Plan by reason of age or disability, in accordance with Sections 1 and 2 of this Article, or upon termination of his employment or death, under circumstances which entitle him or his beneficiary to benefit payments under Paragraphs 3 or 4 of this Article,