

- (4) Upon the death of any member, the entire amount credited to his voluntary contributions account, 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 cash within sixty (60) days after the date of death.

In order to make a voluntary contribution under the Plan, an employee must tender the amount of his voluntary contribution in cash to the Trustee during the month of May in any year, and such voluntary contribution will only be accepted by the Trustee if made during the prescribed period.

ARTICLE IX

ADMINISTRATION OF PLAN

The administration of the Plan shall be vested in an Executive Committee, to consist of such members as are selected by the Board of Directors of the Company.

Any member of the Executive Committee may be removed at any time by action of the Board of Directors of the Company, and any member may resign at any time, by submitting his resignation in writing to the Board of Directors. In the event of the removal or resignation of a member of the Executive Committee, a new member shall be designated by the Board of Directors of the Company and written certification promptly given to the Trustee. Until a new member is certified to the Trustee by the Board of Directors, the Trustee may continue to recognize, as members of the Committee, those individuals last certified to the Trustee by the Board of Directors. A quorum of the Executive Committee shall consist of two (2) members thereof. At any meeting, a majority vote of two (2) members shall control on all matters. The Executive Committee shall conduct its business and hold its meetings as determined by it from time to time. One of its members shall be designated Chairman, and one member as Secretary. Either the Chairman or the Secretary may sign any documents on behalf of the Executive Committee. The Secretary shall have the duty of keeping the minutes of its meetings and