I) **Plan Design**
   A) On July 1, 1999, the Diocese of Harrisburg adopted a 401(k) Plan to use as its pension vehicle.

   B) Employees can defer (invest) 15% of their eligible compensation.

   C) Diocese of Harrisburg provides a 100% matching contribution on the first 4% of an employee’s deferral (investment).

   D) Diocese of Harrisburg will make a non-elective (base) contribution of 4% at the end of each calendar year for all eligible employees.

II) **Eligibility**
   A) Eligible compensation includes all W-2 income.

   B) The plan covers only employees having completed at least one year of service.

   C) For eligibility purposes, a year of service is the 12-month period during which an employee is credited with 1000 hours of service.

   D) Hours of service are accrued on the basis of actual hours for which an employee is paid or entitled to payment.

   E) The plan has no minimum age requirement.

   F) The plan covers all employees who meet the above stated requirements with no exceptions.

III) **Vesting**
   A) All employer matching contributions are 100% immediately vested.

   B) Employer non-elective (base) contributions are vested over a 5-year period as follows:
   - 40% after year 2
   - 60% after year 3
   - 80% after year 4
   - 100% after year 5

Benefit Revised: July 1, 1999