C**lass 1:**

Employees hired prior to July 1, 2008, and who qualified to participate in the former LNSU

Retirement Plan for unlicensed employees in the plan year ending June 30, 2008, shall receive an employer contribution in accordance with the following schedule.

**Employee Pre-tax Contribution Employer Contribution Percentage**

0% 3.00%

1% 3.50%

2% 3.75%

3% or more 4.00%

**Class 2:**

Employees hired after July 1, 2008, and who qualify to participate in the LNSU Retirement Plan for unlicensed employees shall receive an employer contribution in accordance with the following schedule.

**Employee Pre-tax Contribution**   **Employer Contribution Percentage**

0% 0%

1% 1%

2% 2%

3% or more 3%

**VESTING SCHEDULE FOR EMPLOYER CONTRIBUTIONS.**

1 Year 25%

2 Years 50%

3 75%

4 100%