

BENEFICIARY DESIGNATION FORM A

This form is used if you are NOT MARRIED or if you ARE MARRIED and wish for your SURVIVING SPOUSE to receive 100% of your 401(k) plan accounts upon your death. If you are married and wish for only PART or NONE of your 401(k) accounts to be paid to your surviving spouse upon your death, you MUST COMPLETE a separate ALTERNATE BENEFICIARY FORM FOR MARRIED PARTICIPANTS (FORM B) and your spouse must CONSENT in writing. A person is your spouse if you have a legal marriage with the person. Your spouse may be a same-sex spouse or an opposite-sex spouse.

Step 1 Store # _____

Associate's Name _____ Associate's Social Security # _____

Spouse's Name _____ Spouse Social Security # _____

Step 2 _____ I am NOT married, and I designate the person(s) listed below as beneficiary(ies) of my 401(k) plan accounts upon my death in the percentage(s) listed below.

_____ I AM married, and my surviving spouse will receive 100% of my 401(k) plan accounts upon my death. If my SPOUSE is DECEASED before I am, I designate the person(s) listed below as beneficiary(ies) of my 401(k) plan accounts upon my death in the percentages listed below.

Name: _____ Address: _____ City, State, Zip _____ Relationship _____ Soc. Sec. # _____ If minor, list birthdate: _____ Percentage of my account: _____%	Name: _____ Address: _____ City, State, Zip _____ Relationship _____ Soc. Sec. # _____ If minor, list birthdate: _____ Percentage of my account: _____%
Name: _____ Address: _____ City, State, Zip _____ Relationship _____ Soc. Sec. # _____ If minor, list birthdate: _____ Percentage of my account: _____%	Name: _____ Address: _____ City, State, Zip _____ Relationship _____ Soc. Sec. # _____ If minor, list birthdate: _____ Percentage of my account: _____%

- A. **The percentages above must ADD UP TO 100%.**
- B. You DO NOT need to list your SPOUSE's name except at the top of this page.
- C. Be sure to SIGN the BACK of this form and have someone besides a relative or beneficiary WITNESS your signature.

Step 3

If my spouse and none of the persons I have designated on the front is living when my 401(k) plan accounts are paid after my death, I designate the person(s) listed below as beneficiary(ies) of my 401(k) plan accounts upon my death in the percentage(s) listed below. **THE PERCENTAGES MUST ADD UP TO 100%.**

Name: _____ Address: _____ City, State, Zip _____ Relationship _____ Soc. Sec. # _____ If minor, list birthdate: _____ Percentage of my account: _____ %	Name: _____ Address: _____ City, State, Zip _____ Relationship _____ Soc. Sec. # _____ If minor, list birthdate: _____ Percentage of my account: _____ %
Name: _____ Address: _____ City, State, Zip _____ Relationship _____ Soc. Sec. # _____ If minor, list birthdate: _____ Percentage of my account: _____ %	Name: _____ Address: _____ City, State, Zip _____ Relationship _____ Soc. Sec. # _____ If minor, list birthdate: _____ Percentage of my account: _____ %

This Beneficiary Designation revokes any prior Beneficiary Designation forms for your 401(k) plan accounts. If you are married and you and your spouse later divorce, this Beneficiary Designation will no longer be effective and you must complete a new Beneficiary Designation form. If you are single and later marry, this Beneficiary Designation will no longer be effective and you must complete a new Beneficiary Designation form.

Step 4 DATED this _____ day of _____ (month), 20 _____.

1. _____

WITNESS

(Witness should NOT be a person listed on this form or a relative)

2. _____

Signature of ASSOCIATE

Filing Instructions:

This Beneficiary Designation is not valid unless you follow these filing instructions. You must return this completed Beneficiary Designation form, signed and dated by a WITNESS and by you, to your supervisor. Your supervisor will put the completed form in your personnel file.

To insure Plan records reflect your wishes, you must return the form prior to your death. Forms delivered by your family members or friends after your death (even if signed by you) cannot be recognized by the Plan as a valid election.

If you have questions you may call: 1-800-421-1362.

IMPORTANT: Keep a copy of this Beneficiary Designation form for your records. A record of this Beneficiary Designation will not be available online. The most recent beneficiary form will be used upon your death.

This form will not be valid if filed after your death.