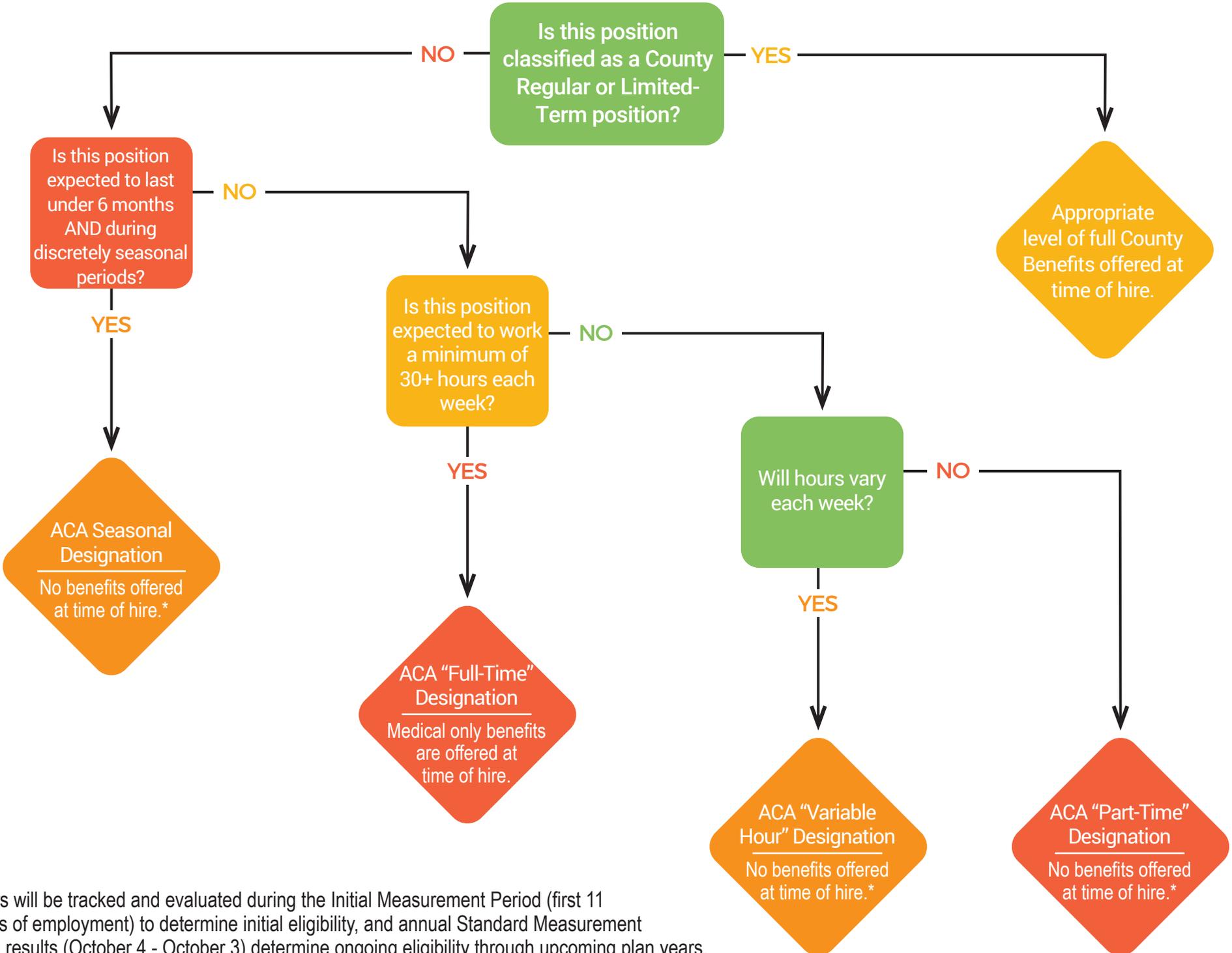


# AFFORDABLE CARE ACT (ACA) DESIGNATION



\* Hours will be tracked and evaluated during the Initial Measurement Period (first 11 months of employment) to determine initial eligibility, and annual Standard Measurement Period results (October 4 - October 3) determine ongoing eligibility through upcoming plan years.