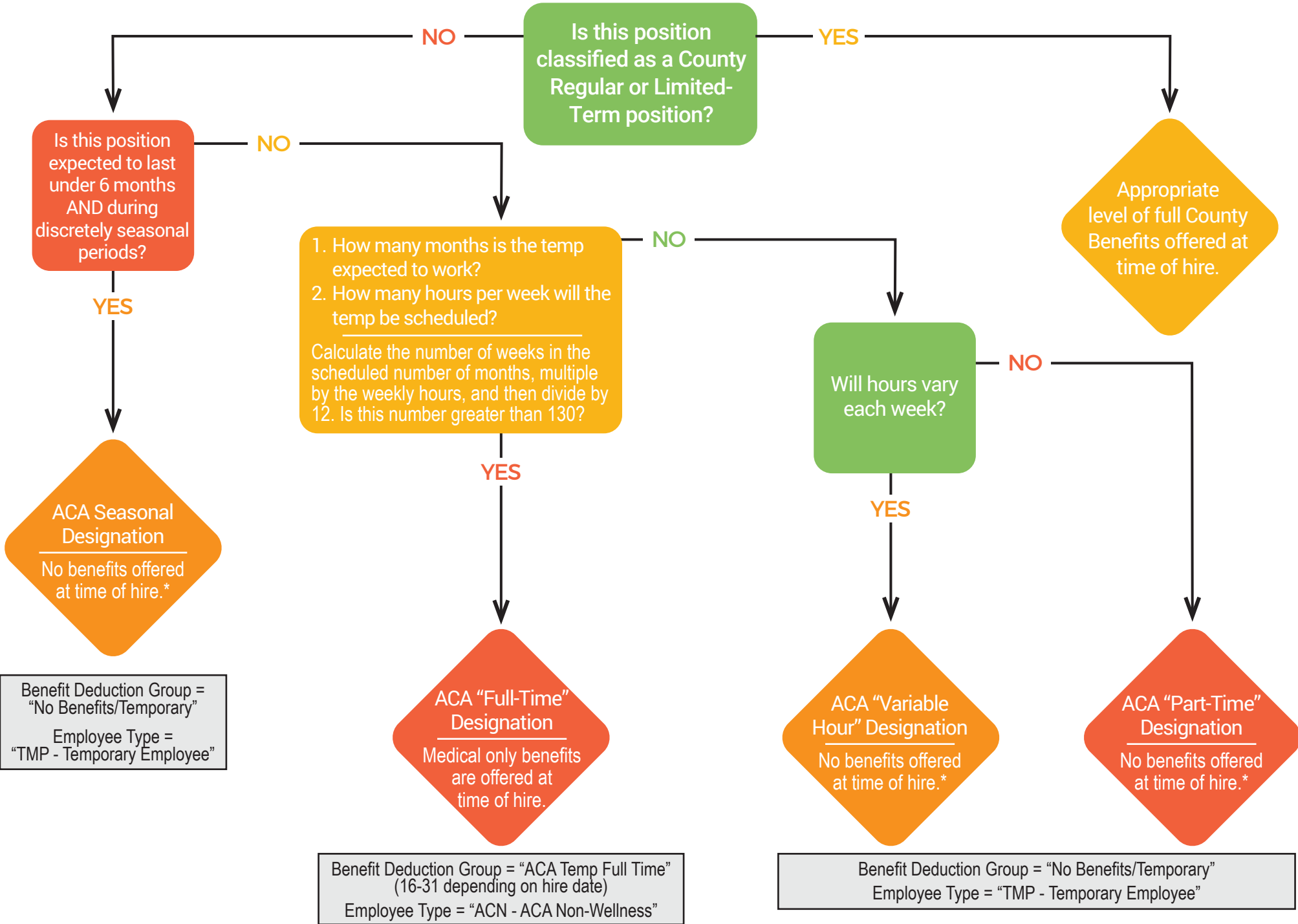


AFFORDABLE CARE ACT (ACA) DESIGNATION



Benefit Deduction Group = "No Benefits/Temporary"
Employee Type = "TMP - Temporary Employee"

Benefit Deduction Group = "ACA Temp Full Time" (16-31 depending on hire date)
Employee Type = "ACN - ACA Non-Wellness"

Benefit Deduction Group = "No Benefits/Temporary"
Employee Type = "TMP - Temporary Employee"

* 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.