

TRUSTEE

- Oklahoma County Retirement Board of Trustees

EFFECTIVE DATE

- Originally effective January 1, 2005. Restated January 1, 2006.

PLAN YEAR

- December 31

ELIGIBILITY

- You are eligible to participate in the Plan on the first day of the month following sixty (60) full days of service.

COMPENSATION

- With limited exceptions, generally all wages are included for contribution purposes. Overtime is excluded for deferral contribution purposes.

SALARY DEFERRAL CONTRIBUTION

- You can contribute up to 100% of your compensation (subject to other deductions from your pay), not to exceed the maximum calendar year dollar amount set by federal regulations.
- You have the option of making your Salary Deferral Contribution as either a traditional pre-tax contribution, a Roth (after-tax) contribution, or a combination of the two.

SALARY DEFERRAL CHANGES

- You can stop your salary deferral at any time. You can reinstate, increase, or decrease your salary deferral percentage as of the next reasonable payroll period.

INVESTMENT OF FUNDS

- You have the flexibility to select from investment options that range from more conservative to more aggressive, making it easy for you to develop a well-diversified investment portfolio. A complete description of the Plan's investment options, prospectuses and their performance, as well as planning tools to help you choose an appropriate mix, are available on the Start Right website at www.startright.bokf.com.
- If you do not make an investment election your account balances will be placed in investments selected by the Investment Fiduciary. You may change the investment directions for your future contributions or for your existing account balances at any time by contacting a Participant Services Representative at 800.876.9557 or go to Start Right Online at www.startright.bokf.com

SELF DIRECTED BROKERAGE ACCOUNT

- A Self Directed Brokerage Account Option (“SDBA”) is also available. The Plan permits active participants who are 100% vested in Plan benefits to establish accounts with Pershing LLC pursuant to which investments of assets may be made. To utilize this option, an SDBA account can be established by completing and submitting a separate SDBA Agreement to the Custodian. To obtain an SDBA Application, contact Start Right SDO at 833.714.1780 or email startrightsto@bokf.com. You will need to enroll in the Plan, selecting an investment option(s) from the Plan’s core fund listing to invest your contributions. Once your SDBO account has been established, you will need to transfer these funds into your established SDBO account.

ALLOCATION DATES

- The Plan will be valued daily at which time contributions and net earnings will be allocated to your account. Your participant statement will be generated approximately 15 days after the quarterly valuation dates.

VESTING SCHEDULE

- You are immediately always 100% vested in your Salary Deferral Contribution Account and your Rollover Contribution Account.

UNFORESEEABLE EMERGENCY

- If you have an immediate financial need created by an unforeseeable emergency and you lack other reasonable resources to meet that need, you may be eligible to receive an unforeseeable emergency from your account.

DE MINIMIS EXCEPTION

- The Plan allows you to make a one-time election to receive a lump sum distribution from your entire account provided (i) your Account does not exceed \$5,000; (ii) you have not made or received an allocation of any deferral contributions under the Plan during the two-year period ending on the date of the distribution; and (iii) you have not received a prior Plan distribution under this de minimis exception.

DISTRIBUTION PROVISIONS

- A distribution will be paid as soon as administratively practicable following your request.
- Methods of payment - lump sum or installments
- Pre-tax or Roth Salary Deferral Account - available upon separation from service, attainment of age 70 ½, or upon an unforeseeable emergency.
- Rollover Contribution Account - available upon separation from service, attainment of age 70 ½, or upon an unforeseeable emergency.