

WHAT IS THE SUPPLEMENTAL RETIREMENT PLAN?

The Plan permits you to voluntarily establish your own Individual Retirement Account (IRA: Traditional or Roth) and/or Non-Qualified Deferred Annuity Account (interest accumulates on a tax-deferred basis). Once received, your contributions are placed with the Lincoln National Life Insurance Company at the then prevailing rate. As a participant you will receive quarterly statements.

WHO IS ELIGIBLE?

Anyone age 21 and over who is interested in a stable funding option to meet their retirement planning needs.

WHAT IS THE MINIMUM CONTRIBUTION AND COST TO PARTICIPATE IN THIS SUPPLEMENTAL RETIREMENT PLAN?

There is no mandatory minimum contribution amount and there are no administrative fees.

WHY WAS LINCOLN NATIONAL LIFE INSURANCE COMPANY SELECTED?

Lincoln National Life has a history of outstanding investment performance and is a leader in the industry with over 100 years of experience, assuring us of both expertise and unquestioned reliability. Lincoln National Life's financial strength: A+ by A.M. Best which ranked Lincoln National Life "superior", as second highest of sixteen. (These ratings reflect claims paying ability but are not a guarantee of future performance.)

WHAT IS THE RETURN?

The fourth quarter rate is 2.250% on all contributions received by December 23, 2010. Call the Plan Administrator for subsequent quarterly rates.

All 2010 contributions will receive no less than 2.00% guaranteed through December 31, 2011. For contributions credited during 2010, an interest rate will be declared each quarter and contributions received and credited during a particular quarter will receive that interest rate until December 31, 2010. For 2011, a guaranteed rate will be declared each quarter on 2010 contributions but can be no less than 2.00%. You begin to earn interest upon receipt of your contribution by Lincoln National Life which will be forwarded from the custodian no later than 7 business days following deposit.

WITHDRAWALS

Withdrawals are processed as of the 15th and last calendar day of the month, **for forms received 5 business days prior to the withdrawal date.** You may request withdrawal forms from the Plan Administrator (IPC).

WHAT ARE IRS PENALTIES FOR PREMATURE DISTRIBUTION?

Generally, distributions received prior to age 59½ that are not due to death, disability, transfer or rollover are subject to a 10% Penalty Tax as follows: (1) Traditional IRA - on the full amount withdrawn; (2) Non-Qualified Deferred Annuity - on interest earnings only; (3) Roth IRA - some withdrawals may be penalty-free and some may even be tax-free. However, the combination of several factors, including your age and whether the account has been open at least five tax years will affect the taxability. Consult your tax advisor for more details.

WHAT IS THE SURRENDER CHARGE FROM THE FUNDING CARRIER FOR PREMATURE DISTRIBUTIONS?

If you have not been in the plan 10 years, there will be a surrender charge if the withdrawal is not due to death, disability, or retirement and attainment of age 59 1/2. The surrender charge is 5% in participation years 1 through 5; 4% in year 6; 3% in year 7; 2% in year 8; and 1% in year 9. Principal is guaranteed by the funding carrier. Guarantee is based on continued claims paying ability of the insurer or the ability of the company to meet its financial obligations.

ENHANCED PLAN FEATURES

You may withdraw up to 50% of your accumulated interest earnings once per year without surrender charge.

Each lump sum contribution of \$20,000 or more per participant that you make in 2010 will be credited with an additional .10% for 2010. These features are subject to change annually on January 1.

Minimum CONTRACTUAL Guarantee for the Supplemental Retirement Plan is 1.5%.

Stated interest rates are the effective annual rate. Daily compounding rates are used to equal the rate. Lincoln National Life form number is 20880VA.

Participants may choose from a traditional IRA or Roth IRA.

The maximum contribution amount for the 2009 tax year is limited to 100% of earned income up to \$10,000 for joint filers (up to \$5,000 each) and \$5,000 for singles. These limits remain the same for the 2010 tax year. Participants age 50 or older during the tax year may contribute an additional \$1,000. This is a combined maximum for *all* Traditional and Roth IRAs you hold.

TRADITIONAL IRA - All or part of your contributions may be deductible. The determining factors for deductibility are the income restrictions and eligibility to participate in an employer-sponsored qualified retirement plan.

ROTH IRA - Contributions are non-deductible. Earnings, however, are tax-free provided the account has been open at least five tax years *and* you are at least 59½ when you begin withdrawals. The availability of this type of IRA is phased out according to your Adjusted Gross Income: for joint filers, \$167,000 to \$177,000; for single filers, \$105,000 to \$120,000

for 2010.

IRA contributions can be made for tax year 2009 until April 15, 2010 or until your 2009 tax return is filed (excluding filing extensions). If any portion of your Traditional IRA contribution is non-deductible, you must file Form 8606 with your tax return. IPC can provide more details on deductibility upon request.

Under the Supplemental Retirement Plan you may roll over your accumulated balance in a qualified retirement plan into a Traditional IRA without tax consequences. You may also transfer or roll over a Traditional IRA into another Traditional IRA, or a Roth IRA. You may transfer a Roth IRA to another Roth IRA. You should be certain that you understand the tax consequences before executing any transfer.

You must cease making contributions to Traditional IRAs in the year in which you reach age 70½. Minimum required distributions must begin by April 1 of the year following the year in which you attain age 70½. For Roth IRAs there is no age limit for contributions or withdrawals.

NON-QUALIFIED TAX-DEFERRED ANNUITY

If you wish to make contributions greater than those permitted under IRA regulations, or if you are not eligible to establish a deductible IRA, you may want to participate in the Non-Qualified Deferred Annuity portion of the Supplemental Retirement Plan and have all of the advantages of this tax-deferred annuity plan for your retirement planning.

There are no limitations on contributions. You may contribute as much as you wish at any time.

Contributions are not tax deductible. However, interest

earnings will accumulate on a tax-deferred basis, that is, no taxes will be assessed until earnings are withdrawn. Withdrawals are processed from interest first. (IRS Regulations).

IRS reporting requirements do not oblige you to indicate contributions to or current interest earnings on a Non-Qualified Deferred Annuity on your Form 1040 (done at time of withdrawal).

There are no maximum age limitations for contributions or withdrawals.