

December 2, 2010

Dear SRNS New Hire

Re: New Hire Benefits

Any employee hired by SRNS on or after 08/01/08 and who was not an active employee of WSRC/BSRI Team on 07/31/08, is considered a New Hire (non-Incumbent) employee.

Retirement: As a New Hire full service employee, you immediately begin receiving an automatic company contribution equal to 5% of your pay each pay period. This automatic company contribution is immediately 100% vested. In addition, effective July 1, 2009 after one year of eligibility service, the company matches \$0.50 on each dollar (up to 8% of your pay) you contribute into the Defined Contribution (401k) Plan during each pay period. The company match has a three-year cliff vesting period. The automatic company contribution is not available for in-service withdrawals or loans. Both the company automatic and matching contributions are invested and distributed in the same manner as the Incumbent Employee contributions. These company contributions are in place of receiving a defined benefit in Pension Plan.

Post Retirement Welfare Benefits: New hires are not eligible for the existing Incumbent Employee Post-Retirement welfare benefits (medical, dental and life insurance).

Active Employee Medical Benefits (including Dental, Vision, Flexible Spending): Currently New Hire active medical benefits are the same as Incumbent Employee benefits.

Active Employee Life Insurances: Currently New Hire active life insurance benefits are the same as Incumbent Employee benefits.

Disability Income: The short-term and long-term disability benefits are currently the same for New Hires and Incumbent Employees.

Sincerely,

Kelly Sanders

Kelly B. Sanders, SRNS Benefits Manager

Note: New Hires who are receiving retiree medical, dental and/or life insurances under an SRNS retiree medical plan will currently remain in those Incumbent retiree medical benefits. They are not currently eligible for the active employee medical, dental, non-contributory or contributory life insurance programs.

Please refer to individual plan books, Summary Plan Descriptions, and plan documents for plan details. Eligibility for benefits should not be viewed as a guarantee of employment. While SRNS intends to continue providing a comprehensive benefits program, SRNS reserves the right to modify or terminate any of the benefit plans at any time. For more information on the procedures to modify or terminate benefit plans, refer to the "General Information" summary plan description.