

# Schwab-Eaton, P.A.

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## SUMMARY PLAN DESCRIPTION FOR THE SCHWAB-EATON, P.A. SUPPLEMENTAL EXECUTIVE RETIREMENT PLAN (SERP)

Plan Administrator:	Schwab-Eaton, P.A. 1125 Garden Way Manhattan, KS 66502 (913) 539-4687
Employer Identification Number:	48-0880169
Type of Plan:	Defined Benefit
Effective Date of the Plan:	January 1, 1996

**Purpose of the Plan:** To provide select executives with an additional layer of retirement benefits over and above those provided by the company's basic retirement plan.

**Eligibility for Participation:** Participation shall be limited to officers of Schwab-Eaton, P.A. and other key employees, as determined by the Board of Directors. Eligible participants must have attained age 55 and must have a minimum of fifteen years of service.

**Payment of Benefits:** Benefits shall be paid in monthly installments for a period of time and in an amount determined by the Board of Directors, in its sole discretion. In the event of a participant's death, unreduced benefits shall continue to be paid to the participant's designated beneficiaries.

**Unfunded Plan:** The Plan shall be unfunded in order to maintain its exemption from compliance with the Employee Retirement Income Security Act of 1974 (ERISA). All benefits under the plan shall be dependent on the solvency of the company. Plan benefits shall not be insured by the Pension Benefit Guaranty Corporation (PBGC).

