"TRU" PARTNERSHIP EMPLOYEES’ SAVINGS AND PROFIT SHARING PLAN - REHIRED TEAM MEMBERS

401(K) SAVINGS ACCOUNT

Upon rehire you may elect to resume your 401(k) savings contributions, providing you were previously eligible to participate. To resume contributions go online through NetBenefits at [www.401k.com](http://www.401k.com), or over the telephone by calling the "R" Retirement Benefits Line at 1-866-690-401k(4015). Please note that any 401(k) company matching contributions forfeited at the time of termination will not be reinstated.

If you were not eligible to participate in the 401(k) savings account during your prior service with the Company, you need to meet the following eligibility requirements for participation based on your original date of hire:

ORIGINAL DATE OF HIRE 7/1/2008 OR EARLIER

Team members had to satisfy the following eligibility requirements:

- **Age 21**
  
  **AND**
  
  - Six months of continuous service from original hire date that includes at least 500 hours of service
  
  **OR**
  
  1,000 hours of service in the first year of employment, or any subsequent plan year.

If you had met the above requirements but were not employed on your eligibility date, you are eligible as of your reemployment date.

Please note that if you are rehired prior to your one year anniversary date (original hire date plus 1 year), you may still be eligible for the “TRU” Plan as of your anniversary date if you have 1,000 hours of service on your anniversary date and are at least age 21.

If you did not meet the above requirements, and are rehired after your one year anniversary date, you need to satisfy 1,000 hours of service in a plan year and be age 21 or older in order to be eligible.

ORIGINAL DATE OF HIRE ON OR AFTER 7/2/2008

Team members age 21 or older are eligible as of the first of the month coinciding with or next following their one year service anniversary, provided they worked at least 1,000 hours in their first year of employment. If they do not satisfy 1,000 hours in their first year of employ, they become eligible after completing 1,000 hours in any subsequent plan year.
If you met these requirements based on your original date of hire but were not employed on your eligibility date, you are eligible to participate as of your rehire date.

Please note that if you are rehired prior to your one year service anniversary date, you may still be eligible for the "TRU" Plan as of the first of the month coinciding with or next following your anniversary date provided you have 1,000 hours of service and are at least age 21.

**PROFIT SHARING ACCOUNT**

If you are rehired within 5 years of termination, any forfeited Profit Sharing contributions will be reinstated upon rehire.

You will also be eligible to receive any discretionary profit sharing contribution made in a future year provided you are at least age 21, active on the last day of the plan year, and you have at least one year of service (based on "TRU" Plan provisions).

**RE-PAYMENT OF FULL DISTRIBUTION**

If you received a distribution of your fully vested profit sharing account and/or your 401(k) pre-tax savings, Company matching and rollover accounts, and are rehired, you may be able to re-deposit the full amount of the distribution as a rollover contribution. This may occur only if the funds are re-deposited within 60 days of the date the distribution was made, or if the distribution had been deposited in a rollover (or "conduit") IRA within the 60-day period.

**DISTRIBUTION OF ACCOUNT**

If you are rehired before the vested balance of your account has been distributed, the distribution will be cancelled.

**BREAKS IN SERVICE**

For purposes of determining years of service, any team member who incurs a 1-Year Break in Service shall be recredited with all years and months of service accumulated prior to the 1-Year Break in Service. A "1-Year Break in Service" is defined as a 12-month period in which a team member remains absent from service with the Company. If a team member does not have a vested right to his or her profit sharing account and incurs five (5) consecutive 1-Year Breaks in Service, all Years of Service prior to the Break in Service will be disregarded.

For questions or comments contact the "R" Retirement Benefits Line at 1-866-690-401k(4015) or the Benefits Helpline at 1-800-637-1225.