

CHAPTER II – BUSINESS MANAGEMENT

C. 401K AND REGISTERED RETIREMENT SAVINGS PLANS

Section 1 – 401K Plan

- 1.1 ACBL employees are eligible to serve as trustees of the ACBL 401(K) Plan. At least two of the three 401(K) trustees will be members of the ACBL Board of Directors.
- 1.2 Operational management and administration of the ACBL's 401K Retirement Plan shall be the sole responsibility of the ACBL management with support and financial direction from the plan's Board appointed Trustees as defined in 1.1.

Section 2 – Canadian Employee Retirement Benefits

- 2.1 The ACBL will maintain a Canadian Group RRSP (Registered Retirement Savings Plan) for the benefit of the full time employees residing in Canada equivalent to the U.S. plan. Any change to the corresponding U.S. plan will be mirrored here.
- 2.2 Employee contributions are received via payroll deduction
- 2.3 Operational management and administration of the ACBL's RRSP (Canadian Savings Plan) will be the sole responsibility of ACBL management with qualified legal guidance to ensure compliance with Canadian law.