

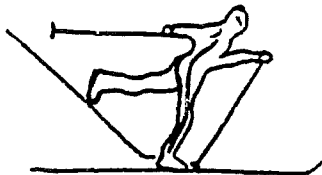
VVINSIDER

VVINSIDER : VOLUME 4 : NUMBER 38 : DECEMBER 15, 1986

S K I S K I S K I

How do you like your skiing??

Cross country or downhill??



Yes, it's that time again when all our VCC skier's and friends get together for a day trip!! This time it's Whistler!

| | |
|-----------------|----------------------------------|
| Date: | January 17, 1987 |
| Time: | Probably 07:30 am |
| Transportation: | Bus |
| Cost: | Bus only \$17.00 |
| | Cross country package \$30.00 |
| | (includes equipment and lessons) |

OR

How about a ski weekend at Manning Park or Whistler? Anyone interested or with information or ideas, please call me and we can get a group together.

For further information contact Wynn Keenan, Local 200, VVI.

IT'S A BOY

Congratulations to Peggy and Bruce Alexander who are the proud parents of D. James (they haven't decided what the D. will stand for yet)! Peggy left work on Friday, December 5 for her maternity leave and had her 8 lb. 11 oz. bundle on Wednesday, December 10. Good timing Peg! Peggy would also like to extend her thanks to everyone for their "going away" wishes.

QUOTE OF THE WEEK

A problem is the difference between what you have, and what you want!

DEC 18 1986

**VANCOUVER
COMMUNITY
COLLEGE**
Vancouver
Vocational Institute

VCC-VANCOUVER VOCATIONAL INSTITUTE
LIBRARY



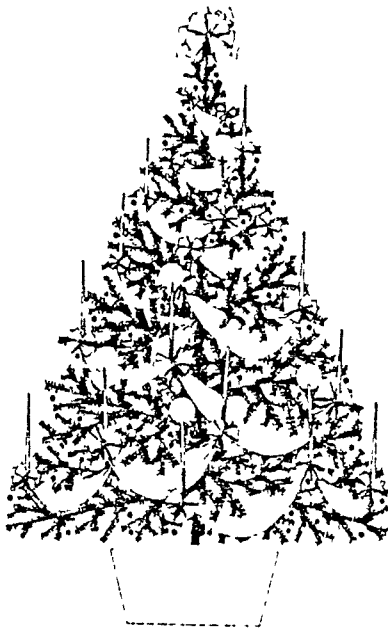
NEW KING EDWARD CAMPUS PRINCIPAL

Dr. Paul Gallagher, President of VCC, has announced on behalf of the College Board, that Dr. Lawrence E. Fast has been named Principal of King Edward Campus. Dr. Fast will take up his new duties early in the new year. He brings to his new post a distinguished career in teaching and in administration in Canada and West Germany. His association with VCC began in 1962 with a teaching post in our precursor, the King Edward Continuing Education Centre, where he taught until 1966. After teaching abroad and further studies, he returned in 1970 to the English Department at Langara.

He was appointed Assistant Director, Continuing Education in December, 1973 and Dean of Instruction, Arts and Sciences, Langara Campus in November, 1979. Dr. Fast is a member of numerous professional and educational associations and in the past six years he has written and published in the Vancouver Sun, reviews of approximately 400 books.

In making this announcement, Paul Gallagher observed, "I am pleased that a candidate who is highly regarded throughout the college system happened also to be a candidate from within our own college."

THE CHRISTMAS TREE



The Druids of early England celebrated the victory of the evergreens over the darkness of winter. The evergreen was a symbol of enduring life. In ancient Rome, evergreen trees were decorated with little masks of Bacchus as part of the Saturnalia festivities held in mid-December.

However, the origin of the Christmas tree tradition as we know it is primarily German. In Medieval Germany, church plays were performed in which one of the main pieces of scenery was a fir tree, which symbolized the Garden of Eden. The tree was hung with apples, and sometimes decorated with ribbons and lighted candles.

During the 15th century, the Mystery Plays, as they were called, were suppressed. The symbolic presence of the tree, however, was cherished by the people and moved into their homes where it was further decorated with nuts and cookies.

The Christmas tree custom, having lost most of its religious significance in favor of its festiveness, came to North America with German settlers in the early 1700's. Today it exists as one of our most treasured holiday traditions.

CAREER OPPORTUNITIES

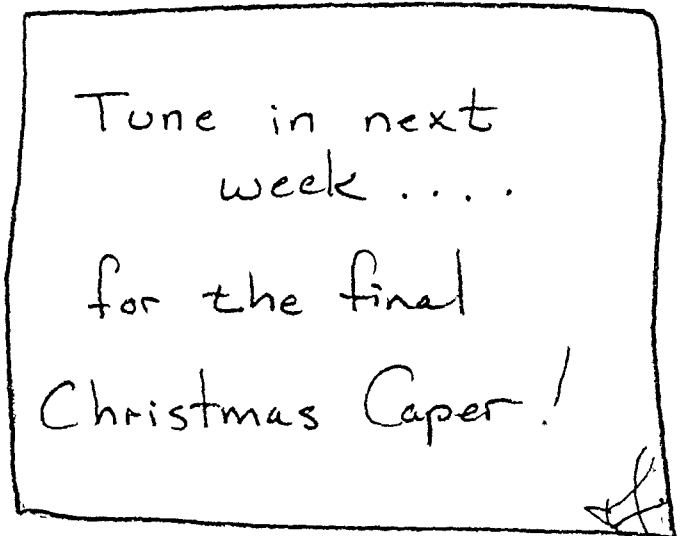
ASSISTANT DEPARTMENT HEAD, English as a Second Language Department, Part Time, King Edward Campus. Commencement date is January 19, 1987. Apply in writing to Personnel Department by December 19, 1986.

WORK EXPERIENCE COUNSELLOR, Work Station Project, Continuing Education. This is a term project from January 5, 1987 to March 31, 1987. Submit resume to Personnel Department.

CHRISTMAS CAPERS

EPISODE #3

WHY IS VIVIAN Crying??



DJs

NEWS FROM THE VIA

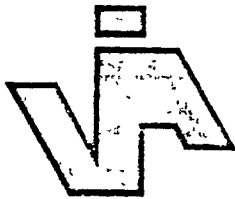
At the Annual General Meeting of the VIA December 4, 1986, the following slate of officers was elected and/or appointed for 1987.

EXECUTIVE / BOARD OF DIRECTORS

| | | | Term |
|----------------|------------------------|-----|---------------------|
| PRESIDENT | Roy Wren | VVI | 01 01 87 - 31 12 88 |
| VICE PRESIDENT | Roger Ofield | KEC | 01 01 87 - 31 12 88 |
| SECRETARY | Lauretter Rogers-Unger | VVI | 01 01 86 - 31 12 87 |
| TREASURER | Jack MacNeill | VVI | 01 01 86 - 31 12 87 |
| DIRECTORS | Hanneke Janssen | VVI | 01 01 86 - 31 12 87 |
| | Diane Jones | KEC | 01 01 87 - 31 12 88 |
| | Don Keyes | KEC | 01 01 86 - 31 12 87 |
| | Gus Mullings | VVI | 01 01 86 - 31 12 87 |
| | Gordon Rudolph | KEC | 01 01 87 - 31 12 88 |
| | Jackie Sandy | VVI | 01 01 87 - 31 12 88 |

NEGOTIATING COMMITTEE

| | | |
|----------------|-----|------|
| Frank Cosco | KEC | 1987 |
| Norman Dooley | KEC | 1987 |
| Karl Gregg | VVI | 1987 |
| Vinit Khosla | KEC | 1987 |
| Dennis O'Neill | KEC | 1987 |



SHOP STEWARDS

To be confirmed by future notice

VIA OFFICE STAFF

Eva Patchett (half time basis, flexible)

VIA BUSINESS OFFICE

875-8533

(answering machine when office not staffed - please leave message)

BURSARY FOR BAKERY STUDENTS

VVI has received a cheque for \$5,000 from the Baker's Association of B.C. to be used for a bursary fund for baking students.

Besides the \$5,000 donated to VVI, the Association has also donated \$5,000 to the Langara Arts and Merchandising Fund. The funds were a direct result of assistance provided by VCC students at the Pacific Baker's Exhibition held this fall.

F I T N E S S F I T N E S S F I T N E S S

The fall aerobics classes have been a great success - so popular in fact that we have had to increase from twice a week to three times a week!

The success has been due, to a large extent, to the support given us by the Management Committee and we would like to take this opportunity to thank them for their continued support.

1987 classes will commence Monday, January 5 at 12:10 in the Exercise Room and will run three times a week (Monday, Wednesday, and Friday) until March 27th.

Anyone wishing further information contact Wynn Keenan at Local 200.
Merry Christmas and don't eat too much!!!

WK

CHANGES TO OUR CONTENT GUIDES

The Program Development Department is here to help you in any matter associated with curriculum development; program or course content guides, evaluation, testing, computer applications for instruction, etc. To improve the systematic development and production of Program Content Guides (PCG), the Program Development Department has set up a three stage development including 1) a working copy, 2) a draft copy, and 3) a master copy.

To be effective in the production of PCG's the curriculum consultant must be included at the start of any curriculum project, and will work in conjunction with the Division Chairperson and the Department Head to produce a working copy. The working copy leads to a draft copy which will involve working with the Department Head, Division Chairman, Dean of Instruction, and Dean of Administrative and Student Services. The final stage of production results in the master copy which should only require signature by the deans indicating final approval before publication. **Please avoid the circulation of extra copies of the document - only one copy should be used to indicate alterations.

There is a specific consultant for your department - why not get in touch and become acquainted!

Curriculum Consultant

Department

Karl Gregg

Business
Electronics
Drafting
Carpentry

David Tickner

Dental Assisting
Dental Tech/Mech
Food Trades
Security Officer

Patricia Morris

Hairdressing
Nursing
Long Term Care & Allied Health
Power Sewing
Shoe Repair
Building Service Worker

Brian Dwyer

Power Engineering
Printing Production
Electricity

WORK STUDY - WORK EXPERIENCE EDUCATION PROGRAM

The aim of the above program is to provide Secondary or College Students with practical experience in businesses where the actual occupation is performed. Colleges and Institutes have participated as an alternative experience where the actual on-the-job experience was not available.

To establish a consistent Public Relations approach in processing requests for people in the above group, here are some guidelines the Counselling Department has been following:

1. The Secondary or College individual or Coordinator is asked to put the request in writing.
2. The Counselling Department then forwards the request to the appropriate Department Head/Coordinator and asks the question: Can the request be accommodated?
3. The Department Head asks Counselling to inform the applicant of the decision, or communicates the decision directly to the individual requesting the work experience. Normally the Departments have placed a maximum of three days attendance.

If the answer is positive:

- a) A formal "work experience contract" is signed for each individual. (Without a signed formal contract the College could be liable if an accident occurred as the work experience student is not legally a student in class, and therefore, not covered by W.C.B. etc.)
- b) The Department Head indicates the appropriate dates for Work Experience students to attend classes. He/she also makes sure that where required, appropriate medicals, etc., have been completed.
- c) The Work Experience Student/Coordinator pays for any additional texts, supplies, and expenses incurred.
- d) At the conclusion of the Work Experience Practicum, Instructors or Department Heads have normally been asked to write a brief evaluation report.

If the answer is negative, either the Department or Counselling are asked to inform the requesting individual that we are unable to accommodate them.

4. The individual Departments normally arrange alternate times for Work Experience Students to attend if they have more requests than they can handle at any one time.

Generally, from Work Experience Students we obtain a more positive and committed student in future programs. On the other hand, if Work Experience Students after their experience at VVI decide not to attend, we have assisted in clarifying their career goals.

Any comments that would provide more clarification would be appreciated.
Dalton Kremer

IT'S TIME AGAIN FOR ICE CAPADES

Would you like tickets to this year's Ice Capades? Richard Pearce (875-8200 or Local 764) can offer you first class seats for this season's extravaganza titled "BRAVO" - an entirely new ice show featuring:



Paul Martini and Barbara Underhill
(World Gold Medal Pair Figure Skating Champions)

Kay Thomson
(Three Times Canadian National Champion)

Carol and Richard Daley
(Twice Silver Medalists in U.S. Championships - Ice Dancing)

Kevin Parker
(Gold Medalist - Canada Winter Games)

As a member of the Vancouver Rotary Club, who is co-sponsoring the event, Richard can provide you and your friends with mailed or delivered tickets with NO SERVICE CHARGE!

Performances at the Pacific Coliseum run from Tuesday, January 6 through to Sunday, January 11, 1987. Richard has FIRST CLASS, SELECTIVE RESERVED SEATS for the following three performances:

| | | |
|----------------------|---------|--|
| Friday, January 9 | 7:30 pm | All seats \$11.00 |
| Saturday, January 10 | 3:30 pm | Adults \$11.00, Seniors \$9.00 Youths 14 and under \$9.00 |
| Saturday, January 10 | 7:30 pm | All seats \$11.00 |

As well, he'll be happy to try to arrange tickets for you for the other performances which are:

| | |
|-----------------|---------------------|
| January 7, 8, 9 | at 7:30 pm |
| January 10 | at 11:30 am |
| January 11 | at 1:00 and 5:00 pm |

During the last 39 years, the Rotary has raised over \$1½ million through Ice Capades, and every dollar has gone towards charitable community services, assisting those in need. We'd be happy to have your help!

FOR THE FUTURE

Would you like to save on your 1987 Income Taxes??
Or perhaps save for a Sabbatical??

Consider the Employee Benefit Plan -- employees who are interested in joining the Benefit Plan may obtain copies of the sign-up forms from the Principal's Office. The 1987 sign-ups must be completed by December 22.

HWR



Early retirement proposed for CPP

Courtesy AFTERWORK IWA Pension Plan Quarterly

A parliamentary committee is currently examining legislation which would bring about a number of changes to the Canada Pension Plan beginning in January, 1987.

Changes to the plan require the approval of the federal government and two-thirds of the provinces with two-thirds of the population. All provinces have indicated their agreement in principle.

The proposed changes include:

Flexible retirement

Contributors will now have the option of drawing retirement benefits at age 60. Benefits will be reduced by .5 per cent for each month prior to age 65; or, if the contributor wishes to delay benefits until as late as age 70, the benefit will be increased by .5 per cent for every month after age 65 that he continues to work and contribute to the plan.

Disability benefit

Disability benefits will be substantially increased. The benefit is composed of a flat-rate portion and an earnings-related portion equal to 75 per cent of the contributor's imputed retirement pension. It is the flat-rate portion which will increase to \$233.38 from \$91.06.

Survivor benefits

Survivor benefits will no longer be discontinued if the recipient remarries. Those whose benefits were discontinued may apply to have them reinstated, but no retroactive payments will be made for the period prior to January 1, 1987.

Combined survivor/disability benefits will be increased and combined survivor/retire-

ment benefits will be provided on a more generous basis.

Children's benefits

Dependent children will be eligible for two CPP survivor/disability benefits if both parents were contributors to the plan. Children will no longer lose eligibility if they have ever been married, and the requirement that school attendance be uninterrupted will be withdrawn. When school attendance is interrupted, benefits will be reinstated when the child returns to full-time attendance.

Marriage breakdown

In the case of divorces occurring after January 1, 1987, pension credits earned during their time together will be divided equally between the former spouses.

One year after separation (or termination of a common-law relationship), either partner may apply for a division of pension credits earned during their time together.

Assignment of pensions

Either spouse in a continuing marriage can apply to divide the CPP retirement pension earned during their life together, provided that both spouses are at least 60 and have applied for any CPP pension they are entitled to. Each spouse will get an identical proportion of the other's pension based on the length of their marriage.

Contribution increase

The contribution rate for employees and employers will increase by 2 per cent every year for five years beginning in 1987, and by 15 per cent in each of the next 20 years.

PEOPLE ONCE BELIEVED THAT . . .

- * It was good luck for the first person up on Christmas Day to open a door and "let Christmas in."
- * If you smeared the plough with the stub of your Yule candle at the first spring plowing, it would ensure good crops.
- * Bells and chimes should be sounded on Christmas Day to frighten away evil spirits.
- * Church bells destroyed or broken on Christmas Day would ring every December 25th from then on.
- * Holly placed in windows would protect a home from evil.
- * A sprig of holly on the bedpost brought happy dreams.
- * Anyone who was not kissed under the mistletoe would not marry during the following year.



EMPLOYEE BENEFIT PLAN

1155 East Broadway,
Box No 24700 Sta 'C'
Vancouver, B.C. V5T 4N4
Telephone 875-1131

1987 LETTER OF AGREEMENT

Name of Applicant _____

S.I.Number _____

For Calendar Year _____

1. I hereby agree to participate in the Vancouver Community College Joint Deferred Salary Retirement Plan and Deferred Salary Leave Plan as adopted by resolution of the Board of the Vancouver Community College on the 28th day of NOVEMBER, 1984 and as from time to time amended in accordance with its terms and I understand that the purpose of the Plan is now limited by Federal statute to the deferred salary leave alternative.
2. I hereby agree that the College may, subject to Article 3.1 of the Plan, remit for my benefit the total of \$_____ for the above calendar year to the Trustee, as defined in Article 1.11 of the Plan Rules. Said amount represents a portion of my future and yet to be received annual remuneration for the calendar year 19 .
3. I agree that the amount specified in Paragraph 2 hereof may be deducted from my remuneration in the following manner:

| | |
|-----------|----------|
| January | \$ _____ |
| February | \$ _____ |
| March | \$ _____ |
| April | \$ _____ |
| May | \$ _____ |
| June | \$ _____ |
| July | \$ _____ |
| August | \$ _____ |
| September | \$ _____ |
| October | \$ _____ |
| November | \$ _____ |
| December | \$ _____ |

TOTAL: \$ _____

2.

4. I understand that those words and phrases defined in the Plan shall, when used in this Letter of Agreement, assume the same meaning unless the context otherwise indicates.
5. I understand that:
 - (a) No income taxes, Canada Pension Plan contributions or Unemployment Insurance premiums will be deducted from these contributions;
 - (b) The Trustee will maintain a record of contributions made on my behalf and any income earned thereon;
 - (c) All such contributions and income earned thereon vest immediately and irrevocably in me;
 - (d) The investment and other income earned and credited to my Member's Account will be paid to me by the Trustee on an annual basis before the end of the then current calendar year.
 - (e) All benefits paid to me from the Plan, excluding the amount of contributions made by myself but including investment and other income earned thereon, will be treated as employment income for income tax purposes and will be subject to regular deductions at source upon payment to me;
 - (f) All or any portion of the funds which have been credited to my Member's Account in the Plan may only be withdrawn upon the cessation of my employment with the College or upon commencement of sabbatical as defined in the Plan. However, pursuant to Article 5.8 of the Plan, the Plan Administration Committee may allow me to withdraw all or any portion of the amount of my Member's Account prior to the cessation of my employment or commencement of sabbatical if the Plan Administration Committee, in its sole discretion, deems it advisable under the circumstances. I understand that the Plan

Administration Committee will only exercise this discretion in the case of demonstrated financial hardship.

6. I understand that, upon the cessation of my employment for any reason other than death, I may withdraw pursuant to my elected option the total amount of my Member's Account in the Plan either as a lump sum or in the form of an annuity with a term not exceeding fifteen (15) years.
7. I further understand that, upon commencement of sabbatical, I may withdraw, pursuant to my elected option, the total amount of my Member's Account in the Plan in the form of a lump sum or in the form of equal monthly instalments commencing at the end of each completed month of sabbatical or, in the form of periodic instalments during the period of sabbatical as determined by me prior to the commencement of said sabbatical.
8. I understand that if at the time of my death there is any amount in my Member's Account, then notwithstanding any other arrangements previously made for payment thereof, such amount will be paid pursuant to my elected option either to my beneficiary designated therein or in the absence of such designation, to my beneficiary thereof as designated in my Last Will and Testament or to my legal representative failing such latter designation. Said payment to be made in either a lump sum or in the form of an annuity with a term not exceeding fifteen (15) years.
9. I understand that the funds which have been contributed to my Member's Account in the Plan will be both held and invested together with the funds in the Plan of other members as determined by the Plan Administration Committee.

I ACKNOWLEDGE THAT THE MEMBERS OF THE PLAN ADMINISTRATION COMMITTEE FROM TIME TO TIME WILL DIRECT THE INVESTMENT OF THE FUND IN ACCORDANCE WITH THE TERMS OF THE PLAN, BUT UNLESS THE PLAN ADMINISTRATION COMMITTEE OR

ANY MEMBER THEREOF ACTS IN BAD FAITH IN CARRYING OUT ITS OR HIS RESPONSIBILITIES UNDER THE PLAN OR THE TERMS OF ANY ARRANGEMENT WITH THE TRUSTEE, NEITHER THE PLAN ADMINISTRATION COMMITTEE NOR ANY MEMBER THEREOF WILL BE LIABLE FOR ANY LOSS OR DAMAGE I MAY SUFFER OR INCUR ARISING FROM THE CARRYING OUT OF ANY OF SUCH RESPONSIBILITIES.

10. The College and/or the Plan Administration Committee will not be held responsible nor guarantee the amount of my Member's Account so invested.
11. I understand that by giving thirty (30) days' advance written notice jointly to the College and the Plan Administration Committee, I may cease making contributions to the Plan or reduce said contributions.
12. I understand that the Plan may be terminated or amended by the College in accordance with the terms of the Plan.
13. I acknowledge having received a copy of the Vancouver Community College Joint Deferred Salary Retirement Plan and Deferred Salary Leave Plan Rules, which govern the said Plan.
14. I am aware that a copy of the agreement currently in force between the College on behalf of the Plan Administration Committee and the Trustee is available for my perusal at the offices of the respective Campus Principals and in the office of the College's Personnel Department, and that copies of amendments to that agreement, agreements with successor "Trustees" under the Plan and amendments to the Plan will similarly be available, within a reasonable time after they come into effect, for my perusal at such offices.
15. I UNDERSTAND THAT THE COLLEGE MAY CHARGE TO THE FUND AND THE TRUSTEE IS AUTHORIZED TO PAY FROM THE FUND ANY OUT-OF-POCKET EXPENSES REASONABLY INCURRED BY THE COLLEGE IN CONNECTION WITH THE OPERATION OF ANY ASPECT OF

THE PLAN OR THE FUNCTIONING OF THE PLAN ADMINISTRATION COMMITTEE (TOGETHER WITH CHARGES REASONABLY CALCULATED BY THE COLLEGE TO COMPENSATE IT FOR THE PROVISION OF PERSONNEL AND/OR SUPPLIES IN CONNECTION WITH THE OPERATION OF THE PLAN OR THE FUNCTIONING OF THE PLAN ADMINISTRATION COMMITTEE).

16. I FURTHER UNDERSTAND THAT THE COLLEGE IS ESTABLISHING THE PLAN AT THE REQUEST OF EMPLOYEES OF THE COLLEGE AND FOR THE BENEFIT OF THE EMPLOYEES OF THE COLLEGE FROM TIME TO TIME. THE COLLEGE WILL BE RESPONSIBLE FOR:

- (a) REMITTING TO THE TRUSTEE OF AN AMOUNT OF A MEMBER'S REMUNERATION SUBJECT TO AND IN ACCORDANCE WITH THE PLAN AND THE MEMBER'S LETTER OF AGREEMENT AND ANY OTHER AMOUNTS WHICH THE COLLEGE AGREES IN WRITING WITH THE MEMBER TO REMIT TO THE TRUSTEE (AND ANY OTHER AMOUNT WHICH THE COLLEGE IS EXPRESSLY REQUIRED BY THE PLAN TO REMIT TO THE TRUSTEE).
- (b) TAKING SUCH LAWFUL STEPS AS MAY BE REQUESTED IN WRITING BY THE PLAN ADMINISTRATION COMMITTEE TO REMOVE THE INCUMBENT TRUSTEE AND TO APPOINT IN ITS PLACE ANOTHER PERSON OR PERSONS AS THE "TRUSTEE" IN ITS PLACE;
AND
- (c) WITH THE WRITTEN APPROVAL OF THE PLAN ADMINISTRATION COMMITTEE, ENTERING INTO AGREEMENTS AND MAKING ARRANGEMENTS WITH THE TRUSTEE FROM TIME TO TIME FOR THE PURPOSES OF ADMINISTRATION OF THE PLAN, AND WITH SUCH APPROVAL, AMENDING AND TERMINATING SUCH AGREEMENTS AND ARRANGEMENTS AND GRANTING RELEASES AND DISCHARGES IN CONNECTION WITH SUCH AGREEMENTS AND ARRANGEMENTS AND THE OBSERVANCE AND PERFORMANCE THEREOF:

BUT OTHERWISE THE COLLEGE SHALL HAVE NO LIABILITY OF ANY NATURE OR KIND TO ANY MEMBER, ANY PERSON FORMERLY A MEMBER, THE TRUSTEE, ANY PERSON FORMERLY A "TRUSTEE" UNDER THE PLAN, THE PLAN ADMINISTRATION COMMITTEE OR ANY PRESENT OR FORMER MEMBER OF THAT COMMITTEE FOR ANY EVENT, ACT OR OMISSION WHICH OCCURS IN CONNECTION WITH THE ESTABLISHMENT, OPERATION, ADMINISTRATION, AMENDMENT OR TERMINATION OF THE PLAN OR THE PAYMENT, COLLECTION, HOLDING, INVESTMENT, SAFE-KEEPING OR REMITTANCE OF ALL OR ANY PART OF THE FUND OR THE AMOUNT OF ANY MEMBER'S ACCOUNT, AND THE COLLEGE SHALL BE FREE FROM ALL

LIABILITY IN CONNECTION WITH ANY OF THE FOREGOING WHETHER OR NOT THE COLLEGE OR ANYONE ACTING ON BEHALF OF THE COLLEGE INTENTIONALLY, NEGLIGENTLY OR OTHERWISE CAUSES OR CONTRIBUTES TO THE OCCURRENCE OF ANY SUCH EVENT, ACT OR OMISSION.

I acknowledge that I have read and understood the foregoing provisions, particularly those of clauses 9, 15 and 16, and that I give this acknowledgment, and agree to the foregoing provisions, voluntarily and on behalf of myself and my heirs, executors, administrators, successors and assigns.

Accepted by the Plan
Administration Committee

Per: _____

Date of Application

Signature of Applicant

Part A

I understand that if at the time of my death there is any amount in my Member's Account, then notwithstanding any other arrangements previously made for payment thereof, such amount will be paid pursuant to my elected option either to my beneficiary designated therein or in the absence of such designation, to my beneficiary thereof as designated in my Last Will and Testament or to my legal representative failing such latter designation, I _____ hereby elect to have the said amount of my Member's Account in the Vancouver Community College Joint Deferred Salary Retirement Plan and Deferred Salary Leave Plan paid out pursuant to one of the following options:

- _____ (a) In the form of a lump sum to my designated beneficiary; or
_____ (b) In the form of an annuity to my designated beneficiary with a term not exceeding _____ years (maximum fifteen [15] years);

For the purpose of this election, my designated beneficiary is:

- _____ (a) My estate in care of my legal representative; or
_____ (b) _____
(Name and address of designated beneficiary)

The foregoing or any part thereof may be superseded by a subsequent election which is accepted by the Plan Administration Committee.

Employee's Signature

Date:

ACCEPTED BY PLAN ADMINISTRATION
COMMITTEE

Per: _____ Date: _____

