

HUNTER ADVERTISING LIMITED

Non-Contributory Pension & Death Benefit Plan
for Directors.

Summary of Revised Plan at 1st January, 1979.

Eligibility:

Directors of the Company will be included in the Plan at 1st January following completion of one month's service, provided that they have not attained 55th birthday.

Normal Pension Date:

65th birthday.

Pensionable Salary:

Basic Annual Salary.

Final Pensionable Salary:

Pensionable Salary at 1st January preceding Normal Pension Date.

Pension at Normal Pension Date:

Two-thirds of Final Pensionable Salary.

Death in Service Benefit:

Seven times Annual Salary.

Widow's Pension on Death After Retirement:

Should a married male Director predecease his wife after retirement, his widow would continue to receive a pension equal to $\frac{2}{3}$ of the member's pension for the remainder of her lifetime.

Escalation:

The member's pension and the widow's pension on death after retirement will increase during course of payment at the rate of 5% per annum compound.

Leaving Service Provisions:

In the event of a member leaving service following at least twelve months membership of the Plan, or in the event of dismissal

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through no fault of his own, an employee will be entitled to the deferred benefits secured under the Plan at the date of leaving.

In the event of dismissal for fraud or misconduct, or in the event of leaving service following less than twelve months membership of the Plan, an employee would have no entitlement.

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