

purpose, may, by such amendment, decrease or otherwise affect the rights of members to benefits which have actually accrued and become payable hereunder, any provision herein to the contrary notwithstanding.

ARTICLE XV

DISCONTINUANCE OF CONTRIBUTIONS
AND TERMINATION OF PLAN

The Plan herein provided has been established by the employer with the bona fide intention that it shall be continued in operation indefinitely and that the Company's contributions hereunder shall be recurring and substantial, and shall continue for an indefinite period. However, the Company reserves the right at any time to discontinue its contributions to the Plan and/or to terminate the Plan.

In the event the Company decides to discontinue its contributions without termination of the Plan, the Executive Committee and the Trustee shall be promptly advised of such decision in writing. The Plan shall be continued in operation in accordance with its provisions and benefits shall be paid thereunder in accordance with its terms, provided, however, that a person who is not a member at the date of the discontinuance of the Company's contributions shall not thereafter become a member or become entitled to any interest in the Trust fund, or to the receipt of any benefits therefrom, and provided further that, any provision to the contrary notwithstanding, when the Company's contributions are discontinued, whether or not the Trust is to be terminated immediately, all members' interests shall become unforfeitable.

In the event the Company should suspend contributions for any fiscal year, but shall not terminate the Plan, then, during the period that such suspension continues, the interest of all members shall be fully vested, so that if a member should, during such period, leave the employ of the Company, there will be no forfeitures, but the interest of such member so leaving shall be fully vested; however, this shall last only during the period of suspension of contributions, and upon the Company's beginning