

2. Trustee - THE CITIZENS & SOUTHERN NATIONAL BANK OF SOUTH CAROLINA, of Greenville, South Carolina, and any successor trustee(s) designated in the manner herein provided and who accepts the Trust as herein provided.
3. Profit Sharing Plan - The Profit Sharing Plan herein provided for.
4. Effective Date - The date upon which the Plan is effective, namely March 31st, 1967.
5. Anniversary Date - The last day of March, 1967, and the last day of March of each year thereafter while the Plan remains in effect.
6. Annual Valuation Date - The last day of March of each year, beginning with the last day of March, 1967.
7. Employee - Any person on the active employment rolls of the Company whose customary period of employment covers at least twenty (20) hours in each week and also five (5) months in each calendar year.
8. Member - Any employee entitled to participate in the Plan in accordance with its provisions, and any former employee entitled to benefits thereunder.
9. Normal Retirement Date - The anniversary date next following the sixty-fifty (65th) birthday of any employee, or the anniversary date next following the completion of three (3) full years of participation in the Plan, whichever shall be last.
10. Compensation for Credit Purposes - The total compensation to an employee by the Company for services rendered to it by such employee, exclusive of contributions to this and to any other pension or profit sharing plan, including sales commissions and percentage bonuses, and excluding contest prizes.
11. Benefits - Such payments as made to members under the Plan, or to the beneficiaries of members.
12. Continuous Service - Regular and uninterrupted service as a member or as an employee of the Company. Temporary excused absences shall

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