

RETIREMENT PLUS PLAN

SUMMARY PLAN DESCRIPTION

At Deseret Mutual, our mission is to *improve your health and financial well-being*. So to serve the financial side of the equation, your employer sponsors the **Retirement PLUS Plan**, along with your traditional 401(k) Thrift Plan. And both are retirement savings programs to help you prepare for the future. Here is a brief summary of the plan, effective January 1, 2009, for new hires and newly eligible employees:

Eligibility

You're eligible to participate in the Retirement PLUS Plan on your hire date if you are:

- employed by a participating employer,
- at least 21 years old,
- regularly scheduled to work at least 1,000 hours a year, and
- in an included class of employment, as defined by your employer

Enrollment

As long as you meet all the eligibility requirements of your employer, you're automatically enrolled in the Retirement PLUS Plan.

Contributions

You don't contribute to the Retirement PLUS Plan; your employer funds the program for you. Your employer's contribution is determined annually and can range from 1% to 6% of your eligible compensation.

Eligible Compensation

Your employer makes a contribution on your behalf based on your W-2 earnings per pay period — including any contributions to your 401(k) Thrift Plan or other employer-sponsored benefit plans. The maximum eligible compensation for 2009 is \$110,000. This limit is indexed annually. For a complete list of eligible compensation, please contact your Human Resources representative.

Investment Allocation

Your employer contributions will be invested in the Long-term Preset Mix unless you elect otherwise. Please see *Enrollment Changes* below for information about how to change your investment allocation.

Beginning Beneficiary Designation

Your designated beneficiary will be your spouse if you're married or your estate if you're single. You may change this *Beginning Beneficiary Designation* at anytime. If you're married and you want to provide all or some of your account balance to a primary beneficiary other than your spouse, your spouse must consent in writing. Please see *Enrollment Changes* below for information about how to change your *Beginning Beneficiary Designation*.

Enrollment Changes: Investment Allocation & Beneficiary Designation Changes

You can change your *Investment Allocation* and your *Beneficiary Designation* by accessing your account online at www.dmba.com. Simply click on "Access My Thrift Plan/Retirement PLUS Plan" and follow the online instructions. Remember, representatives are available at the following phone numbers if you'd like some help:

Salt Lake City Area	1-801-578-5600
Toll Free	1-800-777-3622
Web Site	www.dmba.com

Vesting

Your employer contributions will be 100% "vested" after three years of service. In other words, you own the employer contributions in your account after three years of service.



Investment Options

Your available investment options for the Retirement *PLUS* Plan are the short-term (0 to 4 years), intermediate-term (5 to 11 years), long-term (more than 11 years), or stock only (more than 11 years) preset mixes. To decide which preset mix is right for you, simply decide how much time you have to invest before you'll need your money during retirement.

These mixes include a diversified mix of cash, bonds, and stocks based on general time horizons and investment risks. Please review the detailed investment information and prospectuses you will receive before choosing an investment allocation. Contact Deseret Mutual's Savings Program phone system at the numbers listed previously or visit our Web site for more information.

Investment Risk

The decision about how to invest your employer contributions is your own. If you want to change the way you invest your account balance, you may do so at any time. An investment change is permitted every 15 days. Simply call us at the numbers listed previously or visit our Web site.

Account Availability

Your account balance will normally be available only when you retire. The earliest retirement age is 60, and the latest retirement date is the April 1st following the calendar year in which you turn 70 ½ or terminate employment. At your termination of employment, death, or retirement, your account will automatically be paid to you in a lump sum if your account balance is less than \$1,000. If your account balance is between \$1,000 and \$15,000, you may elect to keep it in the plan until you retire, roll it over to an IRA or another 401(k) type plan, or receive a lump sum payment. And if your account balance is \$15,000 or more, you will receive it in installment payments during your retirement.

Retirement Payment Option

When you retire, your account balance will be paid to you in installment payments over your life expectancy (or the joint life expectancies of you and your spouse if you're married). The minimum number of years is 15 unless federal regulations require a longer or shorter payment period.

Spousal Payments

If you're married, your spouse may elect to continue the installment option or receive the account balance as a lump sum payment when you die. A lump sum payment can also be rolled over to another 401(k) type plan, an IRA, or received as a cash payment.

Spousal Rights

Your spouse has certain rights that are protected by federal regulations. A spouse must agree to any alternate beneficiary arrangement and to the number of years selected for installment payments.

Non-spouse Beneficiary Payments

If your beneficiary is not your spouse, he or she must take a lump sum payment from the plan no later than the end of the fifth calendar year following your death.

Employment Status Changes

Your account may be affected by employment changes such as transferring to another employer that sponsors Deseret Mutual's benefits programs, terminating employment, becoming disabled, or moving to an excluded class of employment. To understand how these changes could impact you, contact Deseret Mutual or your Human Resources representative.

More Information

Please be aware, you cannot participate in the Master Retirement Plan and the Retirement PLUS Plan at the same time. The Retirement *PLUS* Plan qualifies under the Internal Revenue Code and may be changed with at least 30-days notice. This summary is designed to help you save for retirement; it does not describe the plan in detail. For more complete information, please refer to your *Benefits Handbook* or visit our Web site at www.dmba.com.