

**St. Ambrose Financial Services
403(b) Thrift Plan
For Employees of the Diocese of La Crosse**

Plan Highlight Sheet

ELIGIBILITY FOR VOLUNTARY CONTRIBUTIONS

Immediate for all lay employees who are at least age 18 and who are regularly scheduled to work at least 20 hours a week during the school year.

ELIGIBILITY FOR EMPLOYER CONTRIBUTIONS

If you were a participant in our prior plan, you are automatically included in this plan on its effective date.

Otherwise employees must be at least age 21 and have worked for 1 year and completed 1000 hours of service.

EMPLOYER CONTRIBUTIONS

If you have met the one year eligibility requirement, your employer will make a base contribution of 1% of your pay to the plan and a matching contribution on your behalf each pay period equal to 100% of the first 2% of your contributions.

TRANSITION CONTRIBUTION

Employees who were current participants in the Diocese of La Crosse Pension Plan as of 12-31-06 and who were between the ages of 50 and 64 as of 12-31-2006, received an additional contribution as of the 01-01-2007 effective date of this plan. The percentages listed in the following schedule was fixed going forward based on the employee's age as of 12-31-2006. The contributions are discontinued as of the earlier of the employees' termination from service or the December 31st year when the employee reaches age 65.

Year of Birth	Age 12/31/2006	Additional Contribution (% of pay)	Last Date of Additional Contribution
1956	50	0.25%	12/31/2021
1955	51	0.50%	12/31/2020
1954	52	0.75%	12/31/2019
1953	53	1.00%	12/31/2018
1952	54	1.25%	12/31/2017
1951	55	1.50%	12/31/2016
1950	56	1.75%	12/31/2015
1949	57	2.00%	12/31/2014
1948	58	2.25%	12/31/2013
1947	59	2.50%	12/31/2012
1946	60	2.75%	12/31/2011
1945	61	3.00%	12/31/2010
1944	62	3.25%	12/31/2009
1943	63	3.50%	12/31/2008
1942	64	3.75%	12/31/2007

EMPLOYEE CONTRIBUTIONS

You can voluntarily contribute to the Plan anytime from your date of employment if you are at least age 18 and are regularly scheduled to work at least 20 hours a week. The minimum contribution is 1% of pay; maximum is 100% of salary not to exceed \$17,000 a year. Employees who are age 50 or older may contribute up to an additional \$5,500 for a total of \$22,000. Any contributions to other 403(b) or 401(k) Plans through other employment are an offset to these amounts and employees are responsible for keeping track of their contributions to other plans.

ROLLOVER CONTRIBUTIONS

The 403(b) Thrift Plan accepts most rollover contributions.

INVESTMENT OPTIONS

Participants choose their own individual investment allocation of contributions among the 35 no load, multi-managed funds and an Interest Accumulation Account with transfer privileges via form, 800#, or intranet website.

VESTING (Ownership)

Vesting means that you are entitled to the value of your individual account attributable to employer contributions, even if you terminate employment with us before retirement. The value of your individual account attributable to employer contributions is fully vested after you complete four years of service. Service is counted from the employee's original hire date. Vested ownership of the employer contributions grows on the following basis:

Years of Vesting Service	Vesting Percentage
Less than 2 year(s)	0%
2 year(s)	33%
3 year(s)	67%
4 year(s)	100%

TERMINATION BENEFIT

Vested value of account. Can remain with Mutual of America, lump sum cashout*; rollover to Individual Retirement Account.

*Lump Sum Cashouts are a taxable event for the purposes of State & Federal Taxes.

WEBSITE AND "800" PHONE NUMBER FOR ACCOUNT MANAGEMENT

www.mutualofamerica.com AND/OR 1-800-468-3785.

HARDSHIP WITHDRAWALS

Are allowed.

WITHDRAWALS

Subject to IRS regulations. Mutual of America imposes no charges, restrictions or penalties.

LOAN PROVISION

Loans are permitted.

DEATH BENEFIT/DISABILITY

100% of account value.

FORMS OF ANNUITY/PAYOUT

Specified Payments Option	15-Year Certain & Continuous	Life Annuity
66-2/3% Joint & Survivor	10-Year Certain & Continuous	Lump Sum

Please refer to the Summary Plan Description for complete details. You may request a copy of the Summary Plan Description by accessing the St. Ambrose website at www.stambrosefinancial.com or request a hard copy by calling St. Ambrose Financial Services at 608-791-2669.