ALERUS

PLAN HIGHLIGHTS

DAUPHIN COUNTY, PA DEFERRED COMPENSATION PLAN

EMPLOYEE ELIGIBILITY	Employees may participate in the plan on their date of hire.
ENTRY DATES	Employees will enter the plan on their date of hire.
EMPLOYEE CONTRIBUTIONS	You may contribute the maximum as allowed by the IRS. Your minimum contribution is $10 per payroll. These contributions may be made as regular deferrals (pre-tax) or Roth deferrals (after-tax). You may reduce to 0% at any time.
ROLLOVER CONTRIBUTIONS	You may be permitted to rollover into the plan distributions received from other plans and certain IRAs.
EMPLOYER CONTRIBUTIONS	**Dauphin County, P.A.** may make a matching contribution based on eligible compensation you contribute to the plan. The match is a discretionary dollar amount per payroll period, as determined by the Employer each Plan Year. A Participant must defer at least $10 per payroll period to receive the matching contribution.
VESTING SCHEDULE	All contributions are always 100%
INVESTMENT INFORMATION	A complete list of investment options and detailed fund information, including mutual fund prospectuses, can be found by logging into Alerus online at **alerusrb.com** or by calling 800.795.2697. For newly eligible employees the information is provided in your enrollment kit or is available upon request. If you do not implement investment direction, any contributions made to the plan on your behalf will be invested in the plan's default investment. You may change your investment allocation at any time by utilizing the Alerus website or phone service. Redemption fees may apply to some of the investment options. This information is available on the Alerus website.
WITHDRAWAL PROVISIONS	You may withdraw money from the plan by taking a loan, attaining age 59 1/2, in the case of an unforeseeable emergency, or upon termination of employment.

Additional Plan information may be found on the plan's web portal and the Dauphin County intranet site.

The address for the plan web portal is www.dauphincountydcplan.com

To contact the Plan's Investment Advisor, contact Stephen Hetrick at 717-545-1447 or hetrick@retirementc.com

The information in this Plan Highlights is based on information taken from the Plan Document as of a certain point in time and is being provided for your convenience. It should not be relied upon in place of your Summary Plan Description or Plan Document. Any subsequent changes to the Plan provisions will impact the ongoing accuracy of this Plan Highlights. Please see your Summary Plan Description or Plan Document for more complete information. If there is a conflict between a statement in this Plan Highlights and the Plan Document, the terms of Plan Document shall govern.