

RETIREMENT & BENEFIT PLAN SERVICES

Employer CARES Act CRD Distribution Election Form

Plan Name: Brotherhood of Locomotive Engineers - Norfolk Southern 401(k) Savings PlanPlan Number: 201697 Effective Date: 4/8/2020

The Coronavirus Aid, Relief, and Economic Security Act (CARES Act) that was signed into law on March 27, 2020 has a provision that impacts distributions. This form can be used by the plan sponsor to provide direction regarding this provision.

General Information for Plan Sponsors

- One regulatory change included in the CARES Act is as follows:
 - New distribution type is made available - Coronavirus-Related Distribution (CRDs) from 401(k) plans (maximum of \$100,000 per individual across all eligible plans and IRAs). Note, if you choose to make CRD distributions available, in addition to accessing all other plan distributions prior to being eligible for a hardship distribution, an eligible participant must take a CRD distribution, if available to the participant, before a hardship distribution can be taken, if hardship distributions are available to participants.
 - CRD distributions are available from March 27, 2020 through December 31, 2020
- A plan amendment will be required to take advantage of the above relief provided by the CARES Act. Such amendment would need to be made by the end of the first plan year beginning on or after January 1, 2022 or such later date as the Secretary of the Treasury sets. However, CRD distributions can commence before such amendment is adopted if an election is made on this form to offer CRD distributions.
- System enhancements are being made to allow clients the option to choose this provision if they wish to adopt.

Election

Will the plan permit the CRD distribution? (Select Yes or No)

Yes No

By signing below, I certify that I have read and understand the information contained in this form. I hereby direct Merrill to implement any affirmative election made above as soon as possible. I further acknowledge that if an affirmative election is made above to offer CRD distributions, a Plan amendment will be adopted to provide for CRD distributions before the required adoption date.

Authorized Signature: Dewayne L. Dehart Digitally signed by Dewayne L. Dehart
Date: 2020.04.08 10:54:11 -04'00' Date: 4/8/2020Print Name and Title: Dewayne L. Dehart General Chairman BLET NS Northern Lines

For plan sponsor use only.