LAY EMPLOYEES RETIREMENT PLAN

PLAN HISTORY & STRUCTURE
* Established in 1966
* Provides financial assistance during retirement or in case of disability
* For lay employees working for "units" that are under auspices of the province of Detroit
* Fully funded by the employer - employee contributions are not permitted
* Defined Benefit Church Plan

BENEFIT PROVISIONS
* Normal Retirement Age: Social Security Normal Retirement Age (SSNRA) and 5 years of service
  - SSNRA = 65 if born before 1943; 66 if born 1943-1959; 67 if born after 1959
* Final Average Earnings (FAE): Average of highest 10 years of earnings
* Normal Retirement Benefit: 1.5% x FAE x credited service

PARTICIPANT DATA (as of 7/1/18):

<table>
<thead>
<tr>
<th>Participant Category</th>
<th>Number</th>
<th>Ave. Age</th>
<th>Ave. Service</th>
<th>Ave. Earnings</th>
<th>Ave. Monthly Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active</td>
<td>8,225</td>
<td>48.6</td>
<td>10.5</td>
<td>$37,378</td>
<td>N/A</td>
</tr>
<tr>
<td>Terminated Vested</td>
<td>4,878</td>
<td>53.2</td>
<td>N/A</td>
<td>N/A</td>
<td>$429</td>
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<tr>
<td>Retirees</td>
<td>10,469</td>
<td>73.0</td>
<td>N/A</td>
<td>N/A</td>
<td>$784</td>
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<tr>
<td>Beneficiaries</td>
<td>766</td>
<td>73.8</td>
<td>N/A</td>
<td>N/A</td>
<td>$530</td>
</tr>
<tr>
<td>Total</td>
<td>24,338</td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

FUNDED STATUS (as of 7/1/18):
*Present Value of Accumulated Benefits (PVAB).................................$1,450,800,000
*Market Value of Assets.................................................................$1,312,900,000
* Overfunded/(Underfunded) PVAB......................................................($137,900,000)
* PVAB Funded Percentage......................................................................90.5%