### Employee- withheld contributions must be remitted as soon as possible.

Department of Labor ("DOL") regulations under the Employee Retirement Income Security Act of 1974, as amended ("ERISA") require that employee-withheld contributions (amounts withheld from an employee’s pay) be treated as plan assets as of the earliest date on which such contributions can reasonably be segregated from the employer's general assets. Such regulations also provide that in no event shall that date be later than the 15th business day of the month following the month in which the amounts were withheld by the employer from the participant’s wages. (DOL Reg. Section 2510.3-102 and DOL Field Assistance Bulletin 2003-2). The purpose of the DOL regulations is to assure that employers are not using participant funds for non-retirement purposes or unnecessarily delaying the remittance of contributions.

Revised (12/19 YMCAs)