

PALA 401(K) RETIREMENT SAVINGS PLAN NOTICE OF SUSPENSION OF LOAN PAYMENTS

Pursuant to the Pala 401 (k) Retirement Savings Plan loan policy, your loan repayments will be suspended while you are on a leave of absence for either military service or other approved leave. The purpose of this notice is to inform you of the effect your leave of absence will have on your Plan loan.

MILITARY SERVICE.

If you separate from service (or take a leave of absence) from Pala Band of Mission Indians ("Pala") because of service in the military and you do not receive a distribution of your account balances, the Plan will suspend loan repayments until your completion of military service. While you are on active duty in the United States military, the interest rate on the loan will not exceed six percent (6%), compounded annually. Interest will accrue on the loan during your period of military service.

OTHER APPROVED LEAVE OF ABSENCE.

The Plan Administrator will suspend loan repayments for a period not exceeding one year which occurs during an approved leave of absence, either without pay from Pala or at a rate of pay (after applicable employment tax withholdings) that is less than the amount of the installment payments required under the terms of the loan. Interest will accrue on the loan even though the loan repayments have been suspended.

PAYMENTS AFTER LEAVE OF ABSENCE.

When payments resume following a payment suspension in connection with a leave of absence, you will select one of the following methods to repay the loan, plus accumulated interest:

- You may increase the amount of the required installments to an amount sufficient to amortize the remaining balance of the loan, plus accrued interest, over the remaining term of the loan.
- You may pay a balloon payment of the remaining unpaid principal and interest, at the conclusion of the term of the loan as determined in the promissory note.
- You may extend the maturity of the loan and re-amortize the payments over the remaining term of the loan. In no event will the amount of the adjusted installment payment be less than the amount of the installment payment provided under the promissory note. In the case of a non-military leave of absence, the revised term of the loan will not exceed the maximum term permitted (5 years for general loan; 15 years for home loan). In the case of a military leave of absence, the revised term of the loan will not exceed the maximum term permitted, augmented by the time the Participant was actually in United States military service.

Upon my return to work, I authorize Pala Casino Spa Resort to restart my payroll deductions for my remaining 401(k) loan balance based on my selection above; it is my responsibility to continue to repay under all of the terms and conditions of my lending agreement. If I decide to change the selected option, it is my responsibility to notify Human Resources and update my selection prior to my return from leave of absence. With my signature below, I acknowledge my selection and receipt of this document.

Team Member Name

Date

Signature