NORTHWEST FARM CREDIT SERVICES

DEFINED BENEFIT RESTORATION PLAN

(Amended through January 1, 2015)
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EXHIBIT A Examples of Calculation of Pension Restoration Benefits
The Northwest Farm Credit Services Defined Benefit Restoration Plan (the “Plan”) is sponsored and maintained by Northwest Farm Credit Services, an Agricultural Credit Association, and its two wholly-owned subsidiaries, Northwest Farm Credit Services, PCA, and Northwest Farm Credit Services, FLCA (collectively referred to herein as the “Employer”) for the benefit of their eligible employees. The Plan is intended to be an unfunded nonqualified deferred compensation plan for tax purposes and is not intended to meet the qualification requirements of Code § 401(a).

This Plan is an amendment and restatement of the Northwest Farm Credit Services Defined Benefit Restoration Plan, originally adopted effective January 1, 2000.

Northwest Farm Credit Services, an Agricultural Credit Association, Northwest Farm Credit Services, PCA, and Northwest Farm Credit Services, FLCA, are, respectively, an Agricultural Credit Association, a Production Credit Association, and a Federal Land Credit Association of the federal Farm Credit System. The Farm Credit System is statutorily defined in the Farm Credit Act of 1971, as amended (12 U.S.C. § 2001 et seq.), to include “the Farm Credit Banks, the Federal land bank associations, the production credit associations, the banks for cooperatives, and such other institutions as may be made a part of the System, all of which shall be chartered by and subject to regulation by the Farm Credit Administration.” 12 U.S.C. § 2002(a).

Production Credit Associations are statutorily defined in 12 U.S.C. § 2071(a) to be “federally chartered instrumentalities of the United States,” and Agricultural Credit Associations and Federal Land Credit Associations are similarly defined in the charters issued to them by the Farm Credit Administration. For this reason, the Plan is intended to be a “governmental plan” as that term is defined in Code § 414(d). For the same reason, the Plan is also intended to be a “governmental plan” as that term is defined in ERISA § 3(32). As such, the Plan is not subject to the provisions of Title I of ERISA. ERISA § 4(b)(1).

The primary purpose of this Plan is to restore benefits under the Retirement Plan that are limited (i) by Code §§ 401(a)(17) and 415 and (ii) by the exclusion of contributions to deferred compensation plans from the definition of “Compensation” in the Retirement Plan.

This amended and restated Plan has been drafted to comply with the provisions of Code § 409A and the IRS and Treasury guidance issued thereunder. The amendments were made within the transition period provided by IRS Notice 2005-1, as extended by IRS Notice 2007-86.
The Employer understands and intends that the amendments hereto with respect to amounts that were earned and vested prior to January 1, 2005, will constitute a “material modification” to the provisions of the Plan as those provisions were in effect on October 3, 2004, and that, as a result of such “material modification,” such amounts will become subject to the provisions of Code § 409A.

The effective date of the Plan, as amended and restated, is January 1, 2008. Thereafter, the Plan document has been amended by the replacement page method, in which pages affected by the amendment are replaced (or, if necessary, added or deleted), without re-execution of the Plan document.
ARTICLE I
DEFINITIONS

Where the following words and phrases appear in this Plan, they shall have the respective meanings as set forth in this Article, unless the context clearly indicates otherwise. Where the defined meaning is intended, the term is capitalized.

Section 1.01 “Actuarial Equivalent” means a form of benefit differing in time, period, and/or manner of payment from another form of benefit but having the same value when computed based upon the Applicable Interest Rate and the Applicable Mortality Table.

Section 1.02 “Administrative Agreement” means the Farm Credit Foundations Administrative Agreement Regarding Employee Benefit Plans, as amended from time to time. Prior to January 1, 2012, the Administrative Agreement was known as the “Farm Credit System Administrative Agreement Regarding Employee Benefit Plans.”

Section 1.03 “Applicable Benefit Formula” means the formula in the Retirement Plan that is used to calculate the amount of the actual benefit the Participant will receive under the Retirement Plan.

Section 1.04 “Applicable Interest Rate” means the interest rate used for determining the immediate or deferred lump sum factors in the Retirement Plan, as such interest rate is in effect on the date of the required calculations pursuant to this Plan. As of January 1, 2008, such interest rate was 8%, as set forth in Section 2.2(b) of the Retirement Plan.

Section 1.05 “Applicable Mortality Table” means the mortality table used for determining the immediate or deferred lump sum factors in the Retirement Plan, as such mortality table is in effect on the date of the required calculations pursuant to this Plan. As of January 1, 2008, such mortality table was the RP-2000 Uninsured Pensioners’ mortality table with a weighting of 70% male and 30% female, as set forth in Section 2.2(b) of the Retirement Plan.

Section 1.06 “Beneficiary” means the same person(s), trust, and/or other entity that is/are designated to receive any amount payable upon the death of a Participant under the Retirement Plan. A Beneficiary who becomes entitled to a benefit under the Plan remains a Beneficiary under the Plan until the Beneficiary has received his/her entire benefit under the Plan.

Section 1.07 “Board” means the Board of Directors of the Employer.

Section 1.08 “Code” means the Internal Revenue Code of 1986, as amended from time to time.

Section 1.09 “Early Retirement Benefit” means the “Early Retirement Benefit” calculated pursuant to the terms of the Retirement Plan.

Section 1.10 “Employee” means any employee of the Employer.
Section 1.11 “Employer” means, collectively, Northwest Farm Credit Services, an Agricultural Credit Association, and its two wholly-owned subsidiaries, Northwest Farm Credit Services, PCA and Northwest Farm Credit Services, FLCA.

Section 1.12 “ERISA” means the Employee Retirement Income Security Act of 1974, as amended.

Section 1.13 “Normal Retirement Benefit” means the “Normal Retirement Benefit” calculated pursuant to the terms of the Retirement Plan.

Section 1.14 “Participant” means an Employee who participates in the Plan in accordance with Section 2.01.

Section 1.15 “Pension Benefit Limitations” means any limitations on, or reductions of, a Participant’s accrued benefit under the Retirement Plan (a) that result from the imposition of Code §§ 401(a)(17) and/or 415 and/or (b) that are caused by the exclusion of contributions to any plan of deferred compensation from “Compensation,” as that term is defined in the Retirement Plan.

Section 1.16 “Pension Restoration Benefit” means the benefit provided to a Participant pursuant to Article III.

Section 1.17 “Plan” means the Northwest Farm Credit Services Defined Benefit Restoration Plan, as set forth herein and as amended from time to time.

Section 1.18 “Plan Administrator” means the Farm Credit Foundations Trust Committee, which is established pursuant to the Administrative Agreement.

Section 1.19 “Plan Year” means the fiscal year of the Plan, a twelve (12) consecutive month period ending every December 31.

Section 1.20 “Retirement Plan” means the Northwest Farm Credit Services Retirement Plan, as amended from time to time. The Retirement Plan was formerly known as the AgAmerica District Defined Benefit Plan.

Section 1.21 “Separation from Service” means a Participant’s termination of employment with the Employer for any reason; provided, however, a determination as to whether termination of employment has occurred shall be in compliance with Code § 409A and the IRS and Treasury guidance issued thereunder.

Section 1.22 “Spouse” means the person of the same or opposite sex to whom a Participant is legally married under the laws of the jurisdiction in which the marriage was entered into (as such laws existed at the time the marriage was entered into), regardless of whether the marriage would be recognized by the jurisdiction(s) in which the parties to the marriage currently reside. A common law marriage to a person of the same or opposite sex shall be considered to be a legal marriage if the common law marriage was entered into in a state that recognizes common law marriage and if the common law marriage is recognized as valid under the laws of that state. The Plan Administrator shall have the authority to determine whether a person is a Spouse, including the authority to request such documents as may be necessary, in its discretion,
to establish the existence of a legal marriage (including, as may be applicable, the existence of a common law marriage).

Section 1.23  “Trust” means the trust established by the Farm Credit Foundations Trust Agreement for Nonqualified Plans, as amended from time to time.
ARTICLE II
PARTICIPATION

Section 2.01 Participation. An Employee becomes a Participant in this Plan as of the later of the following dates:

(A) The date the Employee begins to participate in the Retirement Plan; or

(B) January 1, 2000.
ARTICLE III
PENSION RESTORATION BENEFIT

Section 3.01 Amount of Pension Restoration Benefit. The amount of a Participant’s Pension Restoration Benefit under this Plan shall be the present value of an immediate monthly annuity, as calculated on the first administratively practicable date following the Participant’s Separation from Service and using the Applicable Interest Rate and the Applicable Mortality Table. Such immediate monthly annuity shall be calculated as follows:

(A) The Participant’s intended vested benefit under the Retirement Plan, as calculated pursuant to Section 3.02; less

(B) The Participant’s actual vested benefit under the Retirement Plan, as calculated pursuant to Section 3.03.

Once a Participant’s Pension Restoration Benefit is calculated pursuant to this Section, it shall not increase, except through the accrual of earnings pursuant to Section 5.06.

For illustration purposes only, an example of the calculation of a Pension Restoration Benefit is attached as Exhibit A.

Section 3.02 Calculation of Intended Vested Benefit. As required by Subsection 3.01(A), the amount of a Participant’s intended vested benefit under the Retirement Plan shall be calculated using the Participant’s Applicable Benefit Formula, without regard to any Pension Benefit Limitations.

Section 3.03 Calculation of Actual Vested Benefit. As required by Subsection 3.01(B), the amount of a Participant’s actual vested benefit under the Retirement Plan shall be calculated using the Participant’s Applicable Benefit Formula.

Section 3.04 Limitation on Benefits. The combined total of a Participant’s accrued benefit under the Retirement Plan and the Participant’s Pension Restoration Benefit may not exceed the benefit the Participant would have received from the Retirement Plan if the Participant’s benefit under the Retirement Plan had not been limited or reduced as a result of the Pension Benefit Limitations.

Section 3.05 Actuarial Offset for Prior Distributions. In the event that a distribution is made from this Plan and/or the Retirement Plan prior to the date that a Participant’s Pension Restoration Benefit would otherwise be distributed pursuant to Section 5.03, the Plan Administrator shall have the authority to offset the Participant’s Pension Restoration Benefit by whatever amount is actuarially necessary, using the Applicable Interest Rate and the Applicable Mortality Table, to reflect such distribution(s). Such distribution(s) may include, but are not limited to, a distribution that is made from the Retirement Plan pursuant to a qualified domestic relations order (a “QDRO”) or a distribution from this Plan that is made pursuant to Section 5.08. The intent of this Section is to prevent a Participant from experiencing a windfall in the event that part or all of the Participant’s benefit under the Retirement Plan is distributed prior to the date that the Participant’s Pension Restoration Benefit is calculated.
ARTICLE IV
VESTING

Section 4.01 Vesting. A Participant shall become vested in his/her Pension Restoration Benefit at the same rate he/she would have become vested in any such benefit under the Retirement Plan. A Participant’s nonvested interest in his/her Pension Restoration Benefit shall be forfeited if such Participant incurs a forfeiture of his/her nonvested benefits under the Retirement Plan.
ARTICLE V
DISTRIBUTIONS

Section 5.01 Legal Compliance. No distributions shall be made pursuant to this Plan except as permitted by Code § 409A and the IRS and Treasury guidance issued thereunder.

Section 5.02 Distribution Event. Except as otherwise provided in this Article, any vested Pension Restoration Benefit (including earnings attributable thereto) to which a Participant or a Beneficiary is entitled under this Plan shall be payable to or with respect to a Participant only upon the Participant’s Separation from Service.

Section 5.03 Time of Distribution. Except as otherwise provided in this Article, the time of distribution for a Participant’s vested Pension Restoration Benefit (including earnings attributable thereto) shall be the January immediately following the year in which the Participant’s Separation from Service occurs. The actual date of payment may be later than the date that is the time of distribution specified by this Section if there are administrative delays in calculating the benefit or for other delays permitted by Code § 409A and the IRS and Treasury guidance issued thereunder.

Section 5.04 Form of Distribution. Except as otherwise provided in this Article, the form of distribution of a Participant’s vested Pension Restoration Benefit (including earnings attributable thereto) under this Plan shall be a lump sum payment.

Section 5.05 Distribution to Beneficiary. Upon the death of a Participant, the Participant’s Beneficiary shall have all of the same rights and duties pursuant to the Plan as did the Participant. If a Participant’s Beneficiary survives the Participant but dies prior to distribution of the vested Participant’s Pension Restoration Benefit, the remaining vested benefit shall be paid to such Beneficiary’s estate unless the Participant’s beneficiary designation under the Retirement Plan provides otherwise.

Section 5.06 Earnings. Earnings on a Participant’s vested Pension Restoration Benefit shall accrue as follows:

(A) Earnings After Separation from Service. Beginning on the first day of the month immediately following a Participant’s Separation from Service and ending on the December 31 of the Plan Year in which such Separation from Service occurs, earnings shall accrue on the Participant’s vested Pension Restoration Benefit using the Applicable Interest Rate. Earnings pursuant to this Subsection shall be compounded quarterly on the amount of the Participant’s unpaid Pension Restoration Benefit.

(B) Earnings for Delayed Lump Sum Payment. Beginning on the January 1 immediately following the Plan Year in which such Participant’s Separation from Service occurs and ending on the date the lump sum payment is made, a Participant’s vested Pension Restoration Benefit shall accrue additional earnings using the Applicable Interest Rate, but only if the lump sum payment is made later than the January 31 immediately following the Plan Year in which such Separation from Service occurs. Earnings pursuant to this Subsection shall be compounded daily on the amount of the Participant’s unpaid Pension Restoration Benefit.
Section 5.07 Reemployment Following a Separation from Service. If a Participant has a Separation from Service and is subsequently reemployed by the Employer, any Pension Restoration Benefit attributable to such reemployment shall be offset by the value of the Pension Restoration Benefit attributable to such Separation from Service. The Plan Administrator shall have the authority to prescribe the method by which any such offset shall be calculated. Distribution of a Participant’s Pension Restoration Benefit shall continue as required pursuant to this Article, regardless of the Participant’s reemployment by the Employer following a Separation from Service.

Section 5.08 Permitted Acceleration Due to Failure of Plan Under Code § 409A. The time of distribution of a Participant’s vested Pension Restoration Benefit (including earnings attributable thereto) may be accelerated, in the Plan Administrator’s sole discretion, at any time the Plan fails to meet the requirements of Code § 409A and the IRS and Treasury guidance issued thereunder; provided, however, such distribution may not exceed the amount required to be included in income as a result of the failure to comply with the requirements of Code § 409A and the IRS and Treasury guidance issued thereunder.

Section 5.09 Tax Withholding. All federal, state, or local taxes that the Plan Administrator determines are required to be withheld from any distributions made pursuant to this Article shall be withheld.
ARTICLE VI
PLAN ADMINISTRATION

Section 6.01 Plan Administration. The Plan shall be administered by the Plan Administrator. The Plan Administrator shall have full power and authority to administer the Plan. The Plan Administrator’s duties and responsibilities include, but are not limited to, the following:

(A) Keeping track of which individuals are Participants;
(B) Keeping track of Beneficiaries;
(C) Transmitting important communications to the Participants and obtaining relevant information from Participants; and
(D) Filing any reports that may be required to be submitted to governmental agencies.

The Plan Administrator may adopt such rules and procedures as it deems to be necessary, including claim and appeal procedures, may act in accordance with such rules and procedures, may delegate its duties and responsibilities, may appoint officers and agents to carry out its duties and responsibilities, and may receive reimbursements and compensation.

Section 6.02 Information. The Plan Administrator may require each Participant (or, if the Participant is deceased, the Participant’s Beneficiary(ies)) to supply such information and to sign such documents as are necessary to implement this Plan.

Section 6.03 Reliance on Tables, Valuations, Etc. The Plan Administrator shall be generally entitled, to the extent permitted by law, to rely conclusively upon such tables, valuations, certificates, opinions, data, and reports which are furnished by any actuary, legal counsel, accountant, controller, or other person with whom the Plan Administrator may contract for specific services or advice with respect to the Plan.

Section 6.04 Discretion. The Plan Administrator shall have full discretionary authority to interpret the Plan as it deems appropriate. Any discretion or judgment to be exercised by the Plan Administrator shall be exercised in the Plan Administrator’s sole and absolute discretion. Any interpretations, determinations, regulations, and calculations made by the Plan Administrator shall be final and binding.
ARTICLE VII
FUNDING

Section 7.01  Payment from General Assets. Except as otherwise provided under Section 7.03, all Pension Restoration Benefits distributed pursuant to the Plan shall be paid in cash from the general assets of the Employer. The Plan, at all times, shall be entirely unfunded for tax purposes.

Section 7.02  No Specific Interest. No Participant, Beneficiary, or other person shall have any right, title, or interest in any particular assets of the Employer by reason of the right to receive a Pension Restoration Benefit. To the extent the Participant, Beneficiary, or other person acquires a right to receive a Pension Restoration Benefit, such right shall be no greater than the right of any unsecured general creditor of the Employer.

Section 7.03  Establishment of Trust. The Trust has been established to pay Pension Restoration Benefits arising under this Plan and may be used to pay all costs, charges, and expenses relating to the Plan. Pursuant to the provisions of the Trust, any funds contributed to the Trust by the Employer for this Plan shall be held in a subtrust account within the Trust and can only be used to satisfy the Employer's obligations under this Plan. To the extent that funds are held in a subtrust account within the Trust for the Employer and the amounts in the subtrust account are insufficient to pay the Pension Restoration Benefits, costs, charges, and expenses for which the Employer is obligated under this Plan, the Employer shall pay such Pension Restoration Benefits, costs, charges, and expenses. It is the intention of the Employer that the establishment of the Trust shall not cause this Plan to cease to be an unfunded plan for tax purposes.

Section 7.04  Funding of Trust. The Employer, in its discretion, may contribute to the Trust the amount it deems necessary to fund the cost of Pension Restoration Benefits provided by this Plan for any Plan Year.
ARTICLE VIII
AMENDMENT AND TERMINATION

Section 8.01  Right to Amend or Terminate. The Board may amend or terminate this Plan at any time. The Employer may delegate to the Farm Credit Foundations Plan Sponsor Committee the authority to carry out all or a portion of the plan sponsor duties for this Plan, including the authority to amend or terminate this Plan, but only to the extent that the Farm Credit Foundations Plan Sponsor Committee has accepted such delegation of authority. No amendment or termination of this Plan shall be made except as permitted by Code § 409A and the IRS and Treasury guidance issued thereunder. Any approved change will be added to the Plan in writing and communicated to Participants at such time and in such manner as the Plan Administrator deems necessary.

Section 8.02  Effect of Termination. In the event of a termination of the Plan pursuant to this Article, unpaid Pension Restoration Benefits will continue to be an obligation of the Employer and shall be distributed pursuant to Article V.
ARTICLE IX
MISCELLANEOUS

Section 9.01 Limitation of Rights. Neither the establishment of this Plan nor any amendment thereof will be construed as giving to any Participant, Employee, Beneficiary, or any other person any legal or equitable right against the Employer, its officers, or its directors except as expressly provided herein, and in no event will the terms of employment or service of any Employee be modified or in any way affected hereby.

Section 9.02 Nonassignability of Pension Restoration Benefits. Pension Restoration Benefits payable under this Plan are not subject in any manner to anticipation, alienation, sale, transfer, assignment, pledge, encumbrance, charge, garnishment, execution, or levy of any kind, either voluntary or involuntary, including any such liability that is for alimony or other payments for the support of a Spouse, former Spouse, or any other relative of the Participant. Any attempt to anticipate, alienate, sell, transfer, assign, pledge, encumber, charge, or otherwise dispose of any right to Pension Restoration Benefits payable under this Plan is void. The Employer is not in any manner liable for or subject to the debts, contracts, liabilities, engagements, or torts of any person entitled to a Pension Restoration Benefit under this Plan.

Section 9.03 Word Usage. Wherever any words are used herein in the feminine, masculine, or neuter gender, they shall be construed as though they were used in the feminine, masculine, or neuter gender, as the context may require, and vice versa, and wherever any words are used herein in the singular form they shall be construed as though they were also used in the plural form, as the context may require, and vice versa.

Section 9.04 Severability. If any provision of this Plan shall be held invalid or unenforceable, such invalidity or unenforceability shall not affect any other provisions thereof, and the Plan shall be construed and enforced as if such provisions had not been included.

Section 9.05 Contract of Employment. Nothing contained in the Plan shall be construed to constitute a contract of employment between the Employer and any of its Employees or to constitute a right of an Employee to be employed for any specified period of time by the Employer, and nothing in the Plan shall interfere in any way with the Employer’s right to terminate the employment of any person at any time, with or without notice, and with or without cause.

Section 9.06 State Law. The laws of the State of Washington will determine all questions arising with respect to the provisions of this Plan except to the extent superseded by Federal law.

Section 9.07 Effect on Benefit Plans. Except to the extent otherwise specifically provided under a particular employee benefit plan sponsored by the Employer, amounts paid to the Participant pursuant to the terms of this Plan shall not be considered to be salary or other compensation with respect to the Participant for purposes of computing benefits to which he/she may be entitled under any pension plan or other employee benefit plan or arrangement sponsored by the Employer.
Section 9.08  **Titles.** The titles of Articles and Sections in the Plan are placed herein for convenience of reference only, and the Plan is not to be construed by reference thereto.
IN WITNESS WHEREOF, the Employer has adopted this amended and restated Northwest Farm Credit Services Defined Benefit Restoration Plan this 24th day of December 2008, with an effective date of January 1, 2008.

NORTHWEST FARM CREDIT SERVICES, AN AGRICULTURAL CREDIT ASSOCIATION
NORTHWEST FARM CREDIT SERVICES, PCA
NORTHWEST FARM CREDIT SERVICES, FLCA

By: ____________________________
   Signature

______________________________
   Kathy Payne
   Name

______________________________
   Executive VP - HR & Marketing
   Title
EXHIBIT A
EXAMPLES OF CALCULATION OF PENSION RESTORATION BENEFITS

The following examples are provided to illustrate the operation of Article III of the Plan, based on the assumptions below.

Example 1 - Retirement Eligible at Separation From Service

Assumptions
Age at Separation from Service 55
Amount of Service at Separation from Service ("SVC") 25
Date of Separation from Service 6/30/2009
Date Pension Restoration Benefit commences 1/1/2010
High-Five average salary ("HAS")
  - Uncapped (used for "Total Benefit" below) $400,000
  - Capped (used for "Retirement Plan Benefit" below) $300,000
One-half of Social Security average wage base ("Avg SSWB") $48,105
Applicable Interest Rate as of date of Separation from Service 8.00%

Determination of Pension Restoration Benefit

<table>
<thead>
<tr>
<th>Total Benefit</th>
<th>Retirement Plan Benefit</th>
<th>Pension Restoration Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>$145,000</td>
<td>$108,750</td>
<td>$31,500</td>
</tr>
<tr>
<td>$30,791</td>
<td>22,041</td>
<td></td>
</tr>
<tr>
<td>$175,791</td>
<td>$130,791</td>
<td></td>
</tr>
<tr>
<td>0.700</td>
<td>0.700</td>
<td></td>
</tr>
<tr>
<td>$123,054</td>
<td>$91,554</td>
<td>$31,500</td>
</tr>
</tbody>
</table>

A) Calculation of Life Annuity Benefit at Date of Separation from Service
1) 1.45% x HAS x SVC $145,000 $108,750
2) 0.35% x (HAS - Avg SSWB) x SVC 30,791 22,041
3) Accrued benefit payable at age 65
   [(1) + (2)] $175,791 $130,791
4) Early commencement factor 0.700 0.700
5) Reduced life annuity at Separation from Service [(3) x (4)] $123,054 $91,554 $31,500

B) Determination of Lump Sum Payment on January 1, 2010
1) Life annuity payable on 7/1/09 $31,500
   [A(5) above]
2) Lump sum factor at Applicable Interest Rate 10,8200
3) Lump sum value as of 7/1/09 $340,830
   [(1) x (2)]
4) Interest from Separation from Service to 1/1/10 using Applicable Interest Rate, compounded quarterly (Section 5.06(A)) $13,770
5) Lump sum payment on 1/1/10 [(3) + (4)] $354,600
Example 2 - Not Retirement Eligible at Separation From Service

Assumptions
Age at Separation from Service 50
Amount of Service at Separation from Service ("SVC") 20
Date of Separation from Service 6/30/2009
Date Pension Restoration Benefit commences 1/1/2010
High-Five average salary ("HAS")
  - Uncapped (used for "Total Benefit" below) $400,000
  - Capped (used for "Retirement Plan Benefit" below) $300,000
One-half of Social Security average wage base ("Avg SSWB") $48,105
Applicable Interest Rate as of date of Separation from Service 8.00%

Determination of Pension Restoration Benefit

<table>
<thead>
<tr>
<th></th>
<th>Total Benefit</th>
<th>Retirement Plan Benefit</th>
<th>Pension Restoration Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A) Calculation of Life Annuity Benefit at Date of Separation from Service</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1) 1.45% x HAS x SVC</td>
<td>$116,000</td>
<td>$ 87,000</td>
<td></td>
</tr>
<tr>
<td>2) 0.35% x (HAS - Avg SSWB) x SVC</td>
<td>24,633</td>
<td>17,633</td>
<td></td>
</tr>
<tr>
<td>3) Accrued benefit payable at age 65 [(1) + (2)]</td>
<td>$140,633</td>
<td>$104,633</td>
<td>$ 36,000</td>
</tr>
<tr>
<td><strong>B) Determination of Lump Sum Payment on January 1, 2010</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1) Life annuity payable at age 65 [A(3) above]</td>
<td>$ 36,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2) Lump sum factor at Applicable Interest Rate</td>
<td></td>
<td>2.6600</td>
<td></td>
</tr>
<tr>
<td>3) Lump sum value as of 7/1/09 [(1) x (2)]</td>
<td></td>
<td>$ 95,760</td>
<td></td>
</tr>
<tr>
<td>4) Interest from Separation from Service to 1/1/10 using Applicable Interest Rate, compounded quarterly (Section 5.06(A))</td>
<td></td>
<td>$ 3,869</td>
<td></td>
</tr>
<tr>
<td>5) Lump sum payment on 1/1/10 [(3) + (4)]</td>
<td></td>
<td></td>
<td>$ 99,629</td>
</tr>
</tbody>
</table>