STATE OF MINNESOTA | DISTRICT COURT
FIFTH JUDICIAL DISTRICT
COUNTY OF FARIBAULT | FAMILY COURT DIVISION
Case Type: Dissolution with Child

In re the Marriage of: | Court File No. 22-FA-25-636

Karissa Jo Bathke,

Petitioner,

and

Jacob Wayne Bathke,

Respondent.

QUALIFIED DOMESTIC RELATIONS ORDER
(pursuant to ERISA Section 206(d) and Internal Revenue Code Section 414(p))

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§ 1. Definitions. For the purposes of this domestic relations order, the following terms, when used with initial capital letters, shall have the following meanings.

§ 1.1. Accrued Benefit — The Participant's vested retirement income benefit under the Plan earned as of the Determination Date when expressed in the form of a single life annuity commencing on the last day of the calendar month following the calendar month in which occurs the Participant's "Normal Retirement Date" (as defined in the Plan document). The Accrued Benefit shall be determined without regard to any early commencement subsidies, subsidized optional forms, survivorship benefits, disability benefits or other ancillary benefits which may be available under the Plan.

§ 1.2. Applicable Percentage — Fifty percent (50%).

§ 1.3. Alternate Payee — The following person:

Name:	Jacob Wayne Bathke
Last Known Mailing Address:	62484 121st Street Minnesota Lake, MN 56068
Social Security Number:	See Confidential Information Form
Birth Date:	August 23, 1986

§ 1.5. Determination Date — April 9, 2026.

§ 1.6. Participant — The following person:

Name:	Karissa Jo Bathke
Last Known Mailing Address:	910 2nd Ave. SW

Wells, MN 56014

Social Security Number: See Confidential Information Form

Birth Date: December 11, 1986

§ 1.7. Payment Date — The last day of the month following the month in which the Committee formally determines that this order constitutes a qualified domestic relations order, the appeals period under the Plan's procedures expires and the Alternate Payee completes any required application.

§ 1.8. Plan — The qualified defined benefit pension plan known as the Mayo Pension Plan.

§ 2. Award To Alternate Payee.

§ 2.1. Amount of Payment. Effective as of the date this domestic relations order is received by the Committee, there is awarded to the Alternate Payee the Applicable Percentage of the value of the Participant's vested Accrued Benefit. The Alternate Payee shall receive from the Plan the actuarially equivalent value of this awarded benefit (as determined under the Plan rules in effect on the Payment Date).

§ 2.2. Time and Form of Payment. As soon as administratively practicable on or after the Payment Date, the Plan's trustee shall pay the benefit awarded to the Alternate Payee in a single lump sum cash payment. The Alternate Payee shall not be permitted to elect any other time or form of distribution even if it would be otherwise available. Upon the completion of this distribution, the Plan shall have no obligation to make further distributions to the Alternate Payee. The Alternate Payee shall be responsible for the payment of all state and federal income taxes on the benefit awarded to and paid to the Alternate Payee under this domestic relations order.

§ 2.3. Limitations. The Participant's Accrued Benefit in the Plan shall be determined excluding:

(i) any portion which has been, before the Payment Date, distributed to (or with respect to) the Participant, and

(ii) any portion which has been awarded to any other alternate payee under any other order which was determined to be a qualified domestic relations order before the date this order is determined to be a qualified domestic relations order.

§ 2.4. Effect of Death. If the Alternate Payee dies after the date this domestic relations order is entered but before the date actual payment is made to the Alternate Payee, the Plan's trustee shall pay the benefit awarded to the Alternate Payee to the personal representative of the Alternate Payee's estate.

§ 3. Miscellaneous Substantive Provisions.

§ 3.1. Accounting for Award. The Committee may, but shall not be required to, cause the Plan's trustee to segregate in a separate account under the Plan the benefit awarded to the Alternate Payee pending its actual distribution.

§ 3.2. Facility of Payment. Except as hereinafter provided, payments made pursuant to this domestic relations order shall be made only to the Alternate Payee. If the Committee has actual knowledge of the appointment by a court of competent jurisdiction of a guardian, conservator or similar court appointed fiduciary having responsibility for the Alternate Payee's financial affairs, the payment shall be made to such court appointed fiduciary.

§ 3.3. Participant's Retained Benefits. For all purposes under the Plan: (i) the Participant's Accrued Benefit (and all benefits payable under the Plan which are derived in whole or in part by reference to the Participant's Accrued Benefit) shall be permanently diminished by the portion of the Participant's Accrued Benefit that is awarded to the Alternate Payee, and (ii) all benefits under the Plan which are determined other than by reference to the Accrued Benefit shall be permanently diminished by the actuarial equivalent value of the portion of the Participant's Accrued Benefit that is awarded to the Alternate Payee. The Alternate Payee shall not be deemed or considered to be a spouse, former spouse or surviving spouse of the Participant for any purpose under the Plan.

§ 3.4. Precedence. This domestic relations order supersedes and completely voids and vacates any and every prior order of this court to the extent that such order purports to create or recognize the existence of the Alternate Payee's right to or assign to the Alternate Payee the right to receive all or a portion of the benefits payable with respect to the Participant under the Plan.

§ 4. Miscellaneous Procedural Provisions.

§ 4.1. Legal Foundation. This domestic relations order:

(i) creates or recognizes the existence of the Alternate Payee's right to, or assigns to the Alternate Payee the right to receive all or a portion of the benefits payable with respect to the Participant under the Plan,

(ii) relates to marital property rights of a spouse or former spouse, and

(iii) is made pursuant to the domestic relations laws of the State of Minnesota.

§ 4.2. Commencement of QDRO Process. Upon entry of this domestic relations order, the Alternate Payee shall deliver to the Committee a certified copy of this order and shall simultaneously furnish the Participant with evidence of such delivery.

§ 4.3. Delegation of Responsibilities. The Committee may delegate its responsibilities to an authorized representative. To the extent it does so, references to the Committee shall instead refer to the authorized representative.

§ 4.4. Discharge. To the extent the Committee makes a reasonable and good faith effort to observe the terms of this domestic relations order in making payment to the Alternate Payee, the Plan, the Committee and every fiduciary of the Plan shall be deemed to have fully satisfied their obligations to the Participant and the Alternate Payee (and their successors and assigns) and shall be fully discharged from any further liability to the Participant and the Alternate Payee (and their successors and assigns) with respect to such payments.

§ 4.5. Jurisdiction. This Court retains jurisdiction to amend this domestic relations order to establish or maintain it as a qualified domestic relations order under section 206(d) of the Employee Retirement Income Security Act of 1974, as amended, and section 414(p) of the Internal Revenue Code of 1986, as amended.

§ 4.6. Representatives. The Participant and the Alternate Payee may notify the Committee in writing that copies of notices to the Participant or the Alternate Payee, as the case may be, should be sent to designated representatives. Upon receipt of such notice, the Committee shall give copies of notices sent by the Committee to the Participant or Alternate Payee, as the case may be, to that representative.

Based upon the foregoing, the Court issues this Order this ___ day of _________, 2026.

____
Judge of District Court

APPROVED AS TO FORM AND CONTENT:

KNUTSON CASEY PC

By: ____________________

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