

SALARY DEFERRAL ELECTION

Name: _____

The salary deferral option of the _____ 401(k) Plan has been explained to me, and pursuant to that explanation I hereby make the following salary deferral election:

ELECTION TO DEFER

For each payroll period, I elect to contribute to the plan either the percentage of my compensation indicated below, or the dollar amount indicated below, and I hereby authorize _____ to defer that amount from my compensation each pay period and contribute that amount into the plan.

_____% *(The percentage cannot currently exceed an amount equal to \$16,500 per year; \$22,000 if age 50 or older.)*

\$ _____ *(The annual maximum is currently \$16,500 per year; \$22,000 if age 50 or older.)*

I understand (1) that I can change my election as specified by the Administrator; (2) that I can suspend or cancel my election effective 30 days after I give written notice to the Administrator; (3) that if I do cancel or suspend my election, I will not be permitted to make a new election until the next pay period; and (4) that it may be necessary for the plan to reduce the percentage or dollar amount I have indicated above if the reduction is necessary for the plan to comply with certain non-discrimination tests required by the Internal Revenue Code.

Employee Signature: _____ Date: _____

ELECTION NOT TO DEFER

I do not wish to contribute to the _____ 401(k) Plan at this time. However, I understand (1) that I can elect to contribute to the plan in the future; and (2) that any such future election can only be made as specified by the Administrator.

Employee Signature: _____ Date: _____