

SALARY DEFERRAL CHANGE FORM

Name: _____ Social Security No: _____

Date of Hire: _____ Date of Birth: _____

During Plan Year: ____/____/____ - ____/____/____

Effective Date: ____/____/____

ALL ELECTIONS ON THIS FORM REVOKE ANY PREVIOUS ELECTIONS MADE.

CONTRIBUTION CHANGE

I am presently a Participant in the 401(k) Plan. As a Participant, I hereby authorize my Employer to change the amount deducted from my Compensation from _____% to _____% (per payroll period). I understand this amount will be contributed by the Employer to the Plan for allocation to my account on a pre-tax 401(k) basis. I also understand that this change will be effective in accordance with the terms of the Plan, as soon as administratively feasible.

I am presently a Participant in the 401(k) Plan. As a Participant, I hereby authorize my Employer to change the amount deducted from my Compensation from _____% to _____% (per payroll period). I understand this amount will be contributed by the Employer to the Plan for allocation to my account on an after-tax Roth 401(k) basis. I also understand that this change will be effective as soon as administratively feasible, in accordance with the terms of the Plan.

(The total combined contributions may not exceed the Code Section 402(g) \$XX,XXX limit, as indexed. The Employer also may limit the maximum combined percentage limit of regular 401(k) and Roth 401(k) contributions.)

I am presently a Participant in the 401(k) Plan. As a Participant, who will attain age 50 or older by the end of the calendar year, I hereby elect to make Catch-Up Contributions to the Plan in the amount of _____% per payroll period, which I understand will be contributed by the Employer to the Plan for allocation to my account on a pre-tax 401(k) basis. I also understand that this amount may not be deemed a Catch-Up Contribution until the last day of the Plan Year and may be disallowed in which case it will be returned and taxable to me (unless the Plan permits Voluntary After-Tax Contributions).

I am presently a Participant in the 401(k) Plan. As a Participant, who will attain age 50 or older by the end of the calendar year, I hereby elect to make Catch-Up Contributions to the Plan in the amount of _____% per pay period of my Compensation which I understand will be contributed by the Employer to the Plan for allocation to my account on an after-tax Roth 401(k) basis. I also understand that this amount may not be deemed a Catch-Up Contribution until the last day of the Plan Year and may be disallowed in which case it will be returned to me.

I am presently a Participant in the 401(k) Plan. As a Participant, I hereby withdraw my authorization to continue payroll deductions under the Plan. I understand this will be effective as soon as administratively feasible upon proper and timely notice to the Plan Administrator.

I further understand that I may not again authorize payroll deductions until such time as described in the Summary Plan Description.

Participant's Signature

Date

SAMPLE