

401(k) RETIREMENT PLAN  
SALARY DEFERRAL AGREEMENT

Participant: \_\_\_\_\_ [Print full name].

In accordance with the \_\_\_\_\_ 401(k) Retirement Plan (the "Plan"), I enter into this Salary Deferral Agreement ("Agreement") with \_\_\_\_\_ (Employer Name) effective for the payroll period beginning \_\_\_\_\_.

As a participant in the Plan, I understand the Plan permits me to defer a portion of my compensation. The amount that I elect to defer will be withheld from my paycheck and paid by my employer into the Plan on my behalf.

This salary deferral agreement remains in effect until I revoke or modify it. Modifications to the Agreement are permitted as of any Plan Entry Date. I am also permitted to revoke my Agreement as of the first day of any month. I may file a new salary reduction agreement as of any subsequent Plan Entry Date.

The Plan permits me to defer my compensation up to the maximum amount allowed by law. The Plan also permits me to make "catch-up" contributions if I am age 50 or older. These are additional amounts that I may defer regardless of any other limitations imposed by the Plan.

In accordance with my rights as a Participant and the provisions of the Plan, I hereby elect to defer my pay by \$ \_\_\_\_\_ or \_\_\_\_\_%. This election authorizes my employer to withhold this amount from my paycheck, and shall remain in effect until I revoke or modify this election. I understand that the total amount of my salary deferrals in any calendar year cannot exceed \$15,500 (for 2007). This amount will be adjusted to reflect any annual cost-of-living increases announced by the IRS. Any questions regarding this election should be directed to the Plan Administrator.

In accordance with my rights as a Participant and the provisions of the Plan, I hereby elect to defer my pay by an additional \$ \_\_\_\_\_ or \_\_\_\_\_% since I am at least age 50, am entitled to make "catch-up" contributions, and pursuant to my election in the immediately preceding paragraph, I am deferring the maximum amount permitted by the Plan. This election authorizes my employer to withhold this amount from my paycheck, and shall remain in effect until I revoke or modify this election. I understand that the total amount of my "catch-up" contributions in any calendar year cannot exceed \$5,000 (for 2007). This amount may be adjusted after 2007 to reflect any annual cost-of-living increases announced by the IRS. Any questions regarding this election should be directed to the Plan Administrator.

**OR**

In accordance with my rights as a Participant and the provisions of the Plan, I hereby elect NOT to participate at this time. I understand that I may elect to participate at a later date as the Plan allows.

EXECUTED this \_\_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_\_.

\_\_\_\_\_  
Participant