

**401(K) PLAN
SALARY DEFERRAL AGREEMENT**

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

DATE OF BIRTH _____ DATE OF HIRE _____ SOCIAL SECURITY # _____

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

SECTION 1. ELECTION TO DEFER

I elect to defer either the dollar amount or the percentage of my compensation indicated below, and I authorize the company to deduct that amount from my compensation.

\$ _____ each pay period and _____% (*enter zero if none*) of this amount should be treated as a Roth deferral.

Note: Your aggregate maximum deferrals cannot exceed \$17,500 for calendar year 2013 unless you are eligible to make catch-up contributions, in which case you can defer up to an additional \$5,500 for calendar year 2013.

_____% of compensation each pay period and _____% (*enter zero if none*) of this amount should be treated as a Roth Deferral.

Note: You can defer up to 100% of your compensation each pay period, but the maximum dollar amount of your deferrals cannot exceed \$17,500 for calendar year 2013 unless you are eligible to make catch-up contributions, in which case you can defer up to an additional \$5,500 for calendar year 2013.

I understand (1) that I can change my election from time to time as permitted under the Plan's policy governing salary deferral elections; (2) that I can suspend or cancel my election upon reasonable written notice to the Administrator; (3) that if I do cancel or suspend my election, I can make a new election at such times as permitted under the Plan's policy governing salary reduction elections; and (4) that it may be necessary for the Plan to reduce the percentage or dollar amount I have indicated above if necessary for the Plan to comply with certain non-discrimination and/or maximum deduction tests required by the Internal Revenue Code.

SECTION 2. ELECTION NOT TO DEFER

I do not wish to contribute to the Plan at this time. However, I understand that I can elect to contribute to the Plan in the future, and that any such future election can only be made at such time or times as permitted under the Plan's policy governing salary reduction elections.

EMPLOYEE SIGNATURE _____

DATE _____