

401K SALARY DEFERRAL ELECTION

Company & Plan Names: _____

Participant Name: _____

Social Security Number: _____

The salary deferral option of the 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 my employer to deduct that amount from my compensation each pay period and contribute that amount into the plan. **Note: The maximum dollar amount you can defer for a calendar year is \$16,500 for 2010; and \$16,500 for 2011.**

- _____% (From 1%)
 \$_____ (Please see above for current annual limit)

If you are age 50 or older, you may also elect to defer and additional catch-up contribution **Note: The maximum catch-up dollar amount you can defer for a calendar year is \$5,500 for 2010 and \$5,500 for 2011.**

- \$_____ (Please see above for current annual limit)

I understand (1) that I can change my election on the date or dates 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 available date specified by the Administrator; 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.

I further understand that I am responsible for verifying my account information and entering my investment elections either online via www.cmcinteractive.com or via the automated phone system, **1-888-828-1037**. I am also responsible for confirming that any transaction requests I make are properly completed within 3-5 business day. My initial user id will be my social security number and my password will be the last four digits of my social security number. I am aware that I can call **1-888-8281341** to speak to someone for assistance with this matter or email my questions to participants@cmcinteractive.com.

Employee Signature: _____ Date: _____

ELECTION NOT TO DEFER

I do not wish to contribute to the 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 on the next available date specified by the Administrator.

Employee Signature: _____ Date: _____