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PROFIT SHARING PLAN AND TRUST

SALARY DEFERRAL ELECTION FORM

Participant Name: \_\_\_\_\_

As a participant in the above named Plan, you have the option of deferring a portion of your salary (up to 20%). The portion of your salary that is deferred will be deposited by the Employer to the Company's Profit Sharing & 401(K) Trust on your behalf. Please indicate how much salary you would like to defer by checking the appropriate box and filling in the desired percentage or dollar amount of salary you want to defer each pay period.

\_\_\_\_\_ Please defer \_\_\_\_\_ % of my gross salary each pay period. I understand that I may discontinue this deferral at any time, but if I do elect to discontinue the deferral, I may not start deferring again until the next period of time the Administrative Committee allows new elections.

\_\_\_\_\_ Please defer \$ \_\_\_\_\_ of my gross salary each pay period. I understand that I may discontinue this deferral at any time, but if I do elect to discontinue the deferral, I may not start deferring again until the next period of time the Administrative Committee allows new elections.

\_\_\_\_\_ Please defer \_\_\_\_\_ % of any special bonuses I may receive. This election does not apply to my regular salary.

\_\_\_\_\_ Please discontinue my previously elected salary deferrals immediately. I understand that I may not start deferring again until the next period of time the Administrative Committee allows new elections.

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Participant's Signature

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Date