

Salary Deferral Election
for plans not permitting "Roth" Contributions

Plan Name:

Participant's Name:

As a Participant in my Employer's Salary Deferral Plan, I hereby elect to defer the following amounts of my Compensation, which shall be contributed to the Plan on my behalf. This election is to be effective as soon as administratively practicable, but not earlier than the next election date permitted by the Plan.

- // Defer _____% of my compensation.**
- // Defer a % of my compensation equal to \$_____ from each paycheck.**
- // DO NOT defer any amount from my compensation at this time.**

This election will stay in effect until I cancel or change it by filing another election with my Employer. I understand that I may file a new election, which will be effective for future payrolls, only at the times permitted by the Plan.

Participant

Date

Witness

Date

Revised 10. 2007

DO NOT file this form with Drenkow & Co. or with Vanguard.

R.D. DRENKOW & CO., INC.

◆ Employee Benefit Consultants and Administrators ◆

Waterloo ◆ Des Moines ◆ Waverly