

SALARY DEFERRAL AGREEMENT

PARTICIPANT INFORMATION					
Plan Name:					
Participant Name:		Social Security Number:			
Address:					
City:		State:		Zip:	
Email:			Phone:		
This is a: <input type="checkbox"/> New Agreement <input type="checkbox"/> Change to Current Agreement, effective:					
401(k) ELECTION <p>This Agreement is effective upon receipt and acceptance by the Plan Administrator. 401(k) payroll deductions will begin as soon as practicable in accordance with the terms of the Plan and this Agreement. You may elect 401(k) payroll deductions as either pre-tax, Roth, or a combination of the two, up to the IRS maximum limits for 2026:</p> <ul style="list-style-type: none">- \$24,500 regular election; plus- \$8,000 catch-up contribution (<i>if age 50 or older by the end of the calendar year</i>); <i>OR</i>- \$11,250 <i>enhanced</i> catch-up contribution in lieu of \$8,000 regular catch-up (<i>if between ages of 60-63; reverts to regular catch-up limit the year you turn age 64</i>) <p>Effective 1/1/2026, participants meeting the definition of a Highly Paid Individual (HPI)* must make their catch-up contributions as Roth. The plan will consider your catch-up election to be deemed as Roth if you are an HPI. Your election will remain in effect unless revoked. You may stop contributing at any time with written notice to the Plan Administrator.</p> <p>I hereby authorize my employer to withhold from compensation (and treat as my 401(k) deductions) the following amounts, including any applicable catch-up contributions:</p> <p><input type="checkbox"/> Traditional pre-tax 401(k) contributions of:</p> <ul style="list-style-type: none"><input type="checkbox"/> _____ % of my compensation<input type="checkbox"/> \$ _____ <input type="checkbox"/> per pay period <u>or</u> <input type="checkbox"/> per year (proportionately from each pay period) <p>I understand that the amount of traditional pre-tax contributions I have elected will reduce my taxable compensation for the year of the contribution.</p> <p><input type="checkbox"/> Roth after-tax 401(k) contributions of:</p> <ul style="list-style-type: none"><input type="checkbox"/> _____ % of my compensation<input type="checkbox"/> \$ _____ <input type="checkbox"/> per pay period <u>or</u> <input type="checkbox"/> per year (proportionately from each pay period) <p>I understand that the amount of Roth after-tax contributions I have elected will <u>not</u> reduce my taxable compensation for the year of the contribution.</p> <p><input type="checkbox"/> I elect not to make 401(k) contributions to the Plan at this time.</p>					

*A Highly Paid Individual (HPI) is an employee age 50+ who earned more than \$150,000 in *prior year* FICA wages (as indexed) from the Employer sponsoring this plan. Please note that sole proprietors and partners who don't receive FICA wages and only have self-employment income are not subject to the mandatory Roth catch-up rules.

DUTY TO REVIEW PAY RECORDS

I understand I have a duty to review my pay records (pay stub, etc.) to confirm the Employer properly implemented my payroll deduction election. Furthermore, I have a duty to inform the Plan Administrator if I discover any discrepancy between my pay records and this election. I understand that my failure to report any discrepancy may result in a loss of or reduction in my ability to defer the percentage or amount that I have elected on this form.

EXECUTION

Participant's Signature _____ **Date** _____

(Participant, please submit form to Employer)