DEFERRED SALARY PLAN - 401(k) PLAN AND 401(K) ROTH FORM CHANGE FORM SECURITY PERSONNEL

Name:	Social Security #:
Address	S:
1.	If you wish to change your participation in the 401(k) Plan, check the applicable "CHANGE" boxes below. You can choose one or both contribution options.
	CHANGE OF ELECTION TO MAKE BEFORE-TAX CONTRIBUTIONS: I hereby elect to change my participation in the <u>Joint Industry Board Employees' 401(k) Plan</u> and authorize my employer to defer <u>BEFORE-TAX CONTRIBUTIONS</u> from my compensation for the percentage or dollar amount as indicated below.
	(any percentage in whole amounts between 1% and 100%) OR (fixed dollar amount)
	A minimum of 1% is required per the Collective Bargaining Agreement.
	CHANGE OF ELECTION TO MAKE ROTH AFTER-TAX CONTRIBUTIONS: I hereby elect to change my participation in the <u>Joint Industry Board Employees' 401(k) Plan</u> and authorize my employer to deduct <u>AFTER-TAX CONTRIBUTIONS</u> from my compensation for the percentage or dollar amount as indicated below:
	(any percentage in whole amounts between 1% and 100%) OR (fixed dollar amount)
	A minimum of 1% is required per the Collective Bargaining Agreement.
	Mote: Under the Plan, your Roth 401(k) account is held separate from your before-tax 401(k) account. However, the combined limit on your Roth 401(k) and/or before-tax contributions is 100% of your eligible compensation or the IRS contribution limit (whichever is less).
increas	stand that in making an election change, my contributions will continue until such time as I se or decrease the percentage or dollar amount. I understand also that any contributions made to an are subject to adjustment in accordance with IRS regulations.
	Signature — Date