

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

Name: \_\_\_\_\_ Social Security #: \_\_\_\_\_

Address: \_\_\_\_\_

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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.**
2.  **CHANGE OF ELECTION TO MAKE BEFORE-TAX CONTRIBUTIONS:** I hereby elect to change my participation in the **Joint Industry Board Employees' 401(k) Plan** and authorize my employer to defer **BEFORE-TAX CONTRIBUTIONS** 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.**

1.  **CHANGE OF ELECTION TO MAKE ROTH AFTER-TAX CONTRIBUTIONS:** I hereby elect to change my participation in the **Joint Industry Board Employees' 401(k) Plan** and authorize my employer to deduct **AFTER-TAX CONTRIBUTIONS** 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.**

**Note:** 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).

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I understand that in making an election change, my contributions will continue until such time as I increase or decrease the percentage or dollar amount. I understand also that any contributions made to this Plan are subject to adjustment in accordance with IRS regulations.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date