

**JOINT INDUSTRY BOARD EMPLOYEES' 401(k) PLAN
CHANGE FORM**

Name: _____ Social Security #: _____

Address: _____

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.** If you do not elect to participate at this time, you must check the #3 box below:

1. **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)

2. **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)

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).

3. **I choose not to make contributions to the Plan at this time.**

I understand that in making an election change, my contributions will continue until such time as I increase, decrease or discontinue the percentage or dollar amount. I understand also that any contributions made to this Plan are subject to adjustment in accordance with IRS regulations. If I elect not to contribute any portion of my salary to the Plan, I understand the Joint Industry Board will make its applicable 10% contribution to my account.

Signature

Date