

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

Name: _____ Social Security #: _____

Address: _____

If you wish to participate in the 401(k) Plan, check the applicable “**ELECTION**” boxes below. **You can choose one or both contribution options.**

1. **ELECTION TO MAKE BEFORE-TAX CONTRIBUTIONS:** I hereby elect to participate 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.

2. **ELECTION TO MAKE ROTH AFTER-TAX CONTRIBUTIONS:** I hereby elect to participate 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).

I understand that in making an election, 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