

SUPPLEMENTAL CASH OR DEFERRED BONUS ELECTION

I, _____, hereby acknowledge and understand that as a Participant in the _____ Plan, I may reduce my salary up to a maximum amount permitted by law. I further understand that any amounts I may defer hereunder shall be deducted from my paycheck by my employer and deposited into my accounts under the Plan by the Plan's Trustees.

I am entitled to a bonus from my employer payable on or after _____, 20____. I elect the following treatment for my bonus:

- Defer the entire bonus into the _____.
- Defer\$ ____ of the bonus into the _____.
- Receive the entire bonus in cash, subject to applicable tax and withholding.

I acknowledge that elections to defer any portion of my bonus must be signed prior to the pay date of the bonus.

Participant's signature

Date