

SECTION 125 PREMIUM PRE-TAX NOTICE

Each year you may choose to participate in or waive benefits. Notify us of your intent by completing the applicable enrollment form(s). The enrollment form(s) will include a salary reduction agreement for your share of premiums, if any.

Per IRS Code, you cannot change or revoke this salary reduction agreement during the year unless you have a change in election event, including: marriage, divorce, birth or adoption of a child, death of spouse or child, commencement or termination of spouse or dependent's employment affecting benefit eligibility, and other events as listed in the Section 125 Summary Plan Description.

Pre-tax means that Social Security (FICA) and other taxes will not be withheld on the amount of your salary reduction under this agreement. This agreement will automatically terminate if the Plan is terminated or discontinued, or if you cease to receive compensation from the Company which, before reduction hereunder, is at least equal to the amount of that reduction. The Plan Administrator may reduce or otherwise modify this agreement in the event she/he believes it advisable in order to satisfy certain provisions of the IRS Code.

Your premiums for the benefits selected will automatically be deducted from your salary on a pre-tax basis. Unless notified of a change prior to the start of a new plan year, the prior year elections will be continued and cannot be changed until the next open enrollment period unless a change in election event occurs. If your required contributions for elected benefits increase or decrease while this agreement remains in effect, your salary deduction will automatically be adjusted to reflect that increase or decrease.