

1. PERSONAL INFORMATION:

Participant Name: _____

Employee Code: _____

Bonus Type: 2025 year-end bonus

2. BONUS ELECTION:

I elect the following from this specific bonus type:

- ☐ No changes. I wish to contribute my normal %.
- ☐ Pre-tax amount. I want a one-time change \$ _____ or _____ %
- ☐ Roth amount. I want a one-time change \$ _____ or _____ %
- ☐ I do NOT wish to contribute a portion of this specific bonus.

Note: The maximum contribution amount for your personal 401(k) contributions for 2025 are limited to:

- \$23,500 for ages 49 and younger
- \$31,000 for ages 50 and older
- \$34,750 for ages 60-63 only

3. SIGNATURE [please review carefully and sign]:

I acknowledge the following information:

- This is a one-time election to my 401(k) account that applies to this specific bonus compensation.
- I will have to complete a new form for any future bonus that I may receive.
- I will forego any potential employer matching dollars if I do not contribute a portion of this bonus.

Participant Signature: _____

Date: _____