

SALARY DEFERRAL & INVESTMENT UPDATE FORM

Your Full Name: _____ Social Security Number: _____
 Retirement Plan Name: _____ Daytime Phone Number: _____
 Email: _____ Date of Birth (mm/dd/yyyy): _____

Select from the following options:

Change my Deferral Amount
(Complete Sections 1 & 3)

Change my Investments
(Complete Sections 2 & 3)

SECTION 1: SALARY DEFERRAL AMOUNT

Enter "0" below if you do not wish to enroll at this time

Traditional (pre-tax): I authorize my employer to withhold _____ % or \$ _____ of my pay on a pre-tax basis.

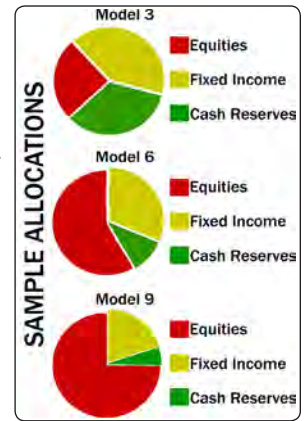
Roth (after-tax): I authorize my employer to withhold _____ % or \$ _____ of my pay on an after-tax basis.

SECTION 2: INVESTOR PROFILE SELECTION

You may select only one (1) Investor Profile

Profile 1: Wellington-Managed Model Portfolios
 Select one (1) "Managed Model" from the nine (9) options below and then skip to Section 3.

		Investment Time Horizon		
		Less than 5 Years	5 - 10 Years	More than 10 Years
Risk Profile	Conservative	<input type="checkbox"/> Model 1	<input type="checkbox"/> Model 2	<input type="checkbox"/> Model 3
	Moderate	<input type="checkbox"/> Model 4	<input type="checkbox"/> Model 5	<input type="checkbox"/> Model 6
	Aggressive	<input type="checkbox"/> Model 7	<input type="checkbox"/> Model 8	<input type="checkbox"/> Model 9



To find your Managed Model, match your *Risk Profile* with your *Time Horizon*. Wellington Consulting Services, Inc. will invest and actively manage your account on an ongoing basis. Recent Managed Model allocations can be found online at <http://www.wellington401k.com/401kTour/models.pdf>. Model Portfolio allocations are changed without notice!

Profile 2: Participant-Customized Mutual Fund Portfolio - Indicate your fund selections and allocation percentages below. Deposits into your account will be automatically invested based on your selections. List of available funds: <http://www.wellington401k.com/mutualfunds.xls>

	Fund Symbol	Fund Name	Allocation %
Required:	SWMXX*	Money Market Fund (1% or more)*	_____
Fund 1:	_____	_____	_____
Fund 2:	_____	_____	_____
Fund 3:	_____	_____	_____
Fund 4:	_____	_____	_____
Fund 5:	_____	_____	_____
Fund 6:	_____	_____	_____
Fund 7:	_____	_____	_____
Fund 8:	_____	_____	_____
Fund 9:	_____	_____	_____
Fund 10:	_____	_____	_____

This is a first-time election OR to change the way only FUTURE contributions are to be invested.

- OR -

REBALANCE* my account AND change my future investments.

*If you elected to rebalance, please select one of the following two options below:

Please rebalance my account NOW. I understand I may be charged a short-term redemption fee of 8% up to \$49.99 for shares that I have purchased in the last 90 days that are sold in order to rebalance my account.

- OR -

Please WAIT until all short-term redemption fees have ended. I understand that it may take up to 90 days before the account is fully rebalanced.

*A minimum of 1% is required to be allocated to the Money Market Fund. Total Must Equal 100%

Profile 3: Participant-Managed Investment Portfolio - You manage your account directly through Charles Schwab & Co., Inc. (Schwab). You are responsible for investing contributions as often as you deem necessary. Establish online access to your account by calling Charles Schwab & Co., Inc. at (888) 393-7272, option 3.

SECTION 3: SIGN & DATE

Submit completed form(s) to your employer (copies are acceptable)

As a participant, I hereby authorize payroll deductions from my compensation as indicated in Section 1 to be contributed by my employer to the Plan as a salary deferral contribution for my account. I have indicated my investment elections in Section 2. I hereby authorize that any company contributions made on my behalf and any contributions made pursuant to a salary deferral agreement or other sources under the Plan be invested according to my investment elections. I understand that if I select a Wellington-Managed Model any trades I submit to Schwab may be reversed. I further understand that the Managed Models are actively managed by Wellington Consulting Services, Inc. and are subject to change at any time without notice. Investor Profiles 2 & 3 are not actively managed by Wellington. Please read the Terms & Conditions applicable to investment management services provided by Wellington Consulting Services, Inc. Funds not invested until at least \$400.00 has accrued in the Money Market Fund.

Signature: _____

Date: _____

Processed by Plan Administrator (Employer). Initials: _____

Date: _____

INSTRUCTIONS: EMPLOYEES - Submit completed form(s) to your Employer | EMPLOYERS - Submit form(s) to Wellington
 Questions? Ask your employer or contact Wellington directly by phone at (800) 203-2670 or by email at help@wellington401k.com.