

**401(K) SALARY DEFERRAL CONTRIBUTION
Year-End Catch-Up**

**I/N Tek and I/N Kote 401(k) Savings Plan for Employees Represented by
U.S.W.A. Local 9231 and Local 9231-01**

Plan Number: 38005

Social Security Number: _____ - _____ - _____

Participant Information

Participant Name: _____
Last First Initial

Participant Address: _____
Street _____
City State Zip

Contribution Information

During the final month of the Plan Year, I choose to contribute on a PRETAX bases _____% of my eligible earnings for the following payroll periods: _____

*The percentage indicated cannot exceed 100% per pay period.
*Contributions cannot exceed the annual limits set for the plan.

Investment Elections

Note: Your contribution will be invested according to your existing investment elections for future contributions.

Signatures

I hereby certify that the above participant information is true, and complete. I authorize my Employer to reduce my eligible compensation by the indicated percentage and to make a contribution to the 401(k) plan on my behalf. I have received and read the Fidelity mutual fund prospectus for each fund in which I am investing and agree to its terms.

PARTICIPANT _____ DATE _____

As Plan Administrator I hereby acknowledge receipt of this form.

PLAN ADMINISTRATOR _____ DATE _____