



Bonus Deferral Election Form

Kirby Nagelhout Construction Company 401(k) Plan

INSTRUCTIONS: This form is used to make a one-time election to defer a portion of your bonus pay to the plan as a deferral. You are encouraged to consult your tax advisor before completing this form.

PARTICIPANT INFORMATION

Legal Name (Last, First, MI)

Social Security Number

Mailing Address

Date of Birth

City, State & Zip

Date of Hire

BONUS ELECTION

Please deduct _____ % or \$ _____ from any bonus that I am to receive as a **pre-tax** deferral.

Please deduct _____ % or \$ _____ from any bonus that I am to receive as a **Roth deferral**.

Note: The combined total for pre-tax deferrals and Roth deferrals may not be more than 100% of your compensation. Annual IRS maximum contribution limits will apply to your contributions.

SIGNATURE AND AUTHORIZATION

I understand that this agreement supersedes and nullifies any prior bonus deferral agreements under this plan.

Participant Signature

Date