

## 2010 EMPLOYEE CHRISTMAS SAVINGS PLAN

THE BELOW-SIGNED INDIVIDUAL HEREBY ASSIGNS THE RIGHT OF WITHHOLDING \_\_\_\_\_ PER PAY PERIOD TO ANCIRA.

THE EMPLOYEE MAY MAKE UP TO TWO WITHDRAWALS PER YEAR. THE FINAL WITHDRAWAL WILL BE DISTRIBUTED ON NOVEMBER 15, 2010. DEDUCTIONS WILL CEASE IF THE SECOND WITHDRAWAL IS MADE BEFORE THE DISTRIBUTION DATE.

THE EMPLOYEE IS 100% OWNER OF THE MONEY THEY PERSONALLY ALLOCATE FROM THEIR PAY TOWARD THIS SAVINGS. IN THE EVENT OF TERMINATION/DEPARTURE FROM EMPLOYMENT, THE TOTAL AMOUNT WITHHELD AS OF THE DATE OF TERMINATION/ DEPARTURE WILL BE RELINQUISHED TO THE BELOW-SIGNED EMPLOYEE.

SAVINGS SCHEDULED FROM NOVEMBER 16, 2009 TO NOVEMBER 15, 2010.

EMPLOYEE#: \_\_\_\_\_

PRINT NAME \_\_\_\_\_

EMPLOYEE SIGNATURE: \_\_\_\_\_

MANAGEMENT APPROVAL: \_\_\_\_\_

DATE: \_\_\_\_\_