

LCL Bulk Transport, Inc.

Profit Sharing & Savings Plan

Election Form Effective Date: _____

I. ENROLLMENT INFORMATION

Name: _____ Social Security No.: _____

Address: _____ City, State, Zip: _____

New Participant: Yes No Date of Birth: _____ Date of Hire: _____

II. CONTRIBUTION PERCENTAGE ELECTION

I direct the company to deposit the following percentage of my pay to the Profit Sharing and Savings Plan on a before-tax basis (before federal and state tax). I may set aside up to a maximum of 15% of my salary, not to exceed annual IRS limits; however, the maximum contribution may be reduced to comply with IRS regulations.

Amount to be deducted: _____%

III. INVESTMENT DESIGNATION *(To be completed only at initial enrollment)*

I direct that my Profit Sharing and Savings Plan balances be deposited into the investment funds in the proportions indicated below. Percentages must be in increments of 5%. In the absence of an investment election, Funds will be invested in the Money Market Fund.

<u>Investment Funds</u> <u>Election</u>	<u>Investment Election</u>	<u>Investment Funds</u>	<u>Investment</u>
Money Market Fund	_____%	Vanguard Mid-Cap Index Fund	_____%
Associated Short Term Bond Fund	_____%	Harbor Capital Appreciation Fund	_____%
Associated Intermediate Term Bond Fund	_____%	Associated Foreign Equity Fund	_____%
Dodge & Cox Stock Fund	_____%	T. Rowe Price Mid Cap Growth Fund	_____%
Vanguard 500 Index Fund	_____%	Janus Small Cap Value Fund	_____%
Vanguard Total Stock Fund	_____%	Vanguard Small-Cap Index Fund	_____%
Growth Fund of America	_____%	RS Emerging Growth Fund	_____%
American Century Equity Income Fund	_____%		

Total Elections Must Equal 100%

IV. APPROVAL SIGNATURES

EMPLOYEE AUTHORIZATION: I have been advised of the provisions of the LCL Bulk Transport Company, Inc. Profit Sharing & Savings Plan and understand that the legal Plan document is controlling.

Employee Signature

Date

Employer Signature

Date