

Investment Directions

I hereby direct that all future amounts withheld from my compensation and all employer contributions be invested in the following manner. Contributions must be in increments of 1% and the total must equal 100%.

Target Retirement Funds

If you choose a Vanguard Target Retirement Fund, it is advised that you specify one fund in which to invest 100% of your contributions. However, you are permitted to select a mix of Target Retirement Funds and Core Funds.

Fund Code	Fund Name	Allocation	Fund Code	Fund Name	Allocation
000308	Vanguard Target Retirement Income Fund	<input type="text"/>	000305	Vanguard Target Retirement 2035 Fund	<input type="text"/>
000681	Vanguard Target Retirement 2010 Fund	<input type="text"/>	000696	Vanguard Target Retirement 2040 Fund	<input type="text"/>
000303	Vanguard Target Retirement 2015 Fund	<input type="text"/>	000306	Vanguard Target Retirement 2045 Fund	<input type="text"/>
000682	Vanguard Target Retirement 2020 Fund	<input type="text"/>	000699	Vanguard Target Retirement 2050 Fund	<input type="text"/>
000304	Vanguard Target Retirement 2025 Fund	<input type="text"/>	001487	Vanguard Target Retirement 2055 Fund	<input type="text"/>
000695	Vanguard Target Retirement 2030 Fund	<input type="text"/>	001691	Vanguard Target Retirement 2060 Fund	<input type="text"/>

Core Funds

For the following list of funds, specify percentages in 1% increments.

Fund Code	Fund Name	Allocation	Fund Code	Fund Name	Allocation
000033	Vanguard Federal Money Market Fund	<input type="text"/>	000024	Vanguard Explorer Fund	<input type="text"/>
000084	Vanguard Total Bond Market Index Fund	<input type="text"/>	00001C	Vanguard Total International Stock Index Fund	<input type="text"/>
000073	Vanguard Windsor II Fund	<input type="text"/>	0000XT	Vanguard Inflation-Protected Securities Fund	<input type="text"/>
000040	Vanguard 500 Index Fund	<input type="text"/>	0000XJ	Vanguard FTSE Social Index Fund	<input type="text"/>
002300	American Funds Growth Fund R4	<input type="text"/>	001231	Vanguard Total International Bond Index Fund	<input type="text"/>

Your allocations must total 100%.

Note: If you fail to complete the investment elections above, your contribution will automatically be invested in the Vanguard Target Retirement Fund identified by the year closest to the year of your 65th birthday (and the Vanguard Target Retirement Income Fund if you were born before 1943.) If you are an existing participant and you would like to make an exchange, change your investment direction for future contributions, or rebalance your account, please log onto vanguard.com or call Vanguard Participant Services at 800-523-1188.

Authorization

Signature of Participant Date

To Be Completed By Plan Sponsor

Signature of Plan Sponsor Date

Date of Hire
(mm/dd/yyyy) - -

Plan Entry Date
(mm/dd/yyyy) - -