

SAMPLE
SAFE HARBOR MATCHING CONTRIBUTION NOTICE

Plan Name: GoTechNow 401(k) Plan (the "Plan")

Your Employer has elected to make "safe harbor" Matching Contributions to eligible Participants in accordance with statutory requirements. This notice describes the safe harbor Matching Contribution and how you become eligible to receive this contribution.

Safe Harbor Matching Contribution Eligibility

Your Employer will make a safe harbor Matching Contribution to all eligible Participants

To be eligible, you must also meet the Plan's age, Eligibility Service, and Entry Date requirements for making Deferral Contributions and be part of a class of Employees eligible to participate in the Plan. You will be entitled to receive the safe harbor Matching Contribution if you make Deferral Contributions to the Plan during the Plan Year. You are not required to meet any other requirements such as working a specified number of Hours of Service during the Plan Year or be employed on the last day of the Plan Year.

Amount of Safe Harbor Matching Contributions

Your Employer will make a Matching Contribution to your Account based on your Deferral Contributions in an amount equal to 100% of the first 3% of your Compensation that you contribute to the Plan and 50% of the next 2% of your Compensation that you contribute to the Plan.

Example: Your Compensation for the each **Plan year** ("Contribution Period") is \$10,000 and you contribute 6% (\$600) of it to the Plan as Deferral Contributions. You will receive safe harbor Matching Contributions of \$400 calculated as follows:

Compensation Contributed to the Plan	Safe Harbor Matching Contribution Formula	Contribution Amount
First 3% (\$10,000 x 3%) = \$300	100%	\$300 x 100% = \$300
Next 2% (\$10,000 x 2%) = \$200	50%	\$200 x 50% = \$100
Amounts in excess of 5% (\$10,000 x 1%) = \$100	0%	\$100 x 0% = <u>\$ 0</u>
Total		\$ 400

Compensation under the Plan is limited to the applicable dollar limit in effect for the Plan Year.

Eligible Compensation for computing the safe harbor Matching Contribution is your taxable compensation for the Plan Year reportable by your Employer on your IRS Form W-2 excluding reimbursements or other expense allowances, fringe benefits, moving expenses, deferred compensation and welfare benefits and including salary reduction contributions you made to an Employer sponsored cafeteria, qualified transportation fringe, simplified employee pension, 401(k), 403(b), or 457(b) plan.

Compensation for your first year of eligible Plan participation will be measured for the entire Plan Year

(Compensation under the Plan is limited to the applicable dollar limit in effect for the Plan Year.)

Vesting and Withdrawal of Safe Harbor Matching Contributions

Safe harbor Matching Contributions are always 100% vested and nonforfeitable. They may only be withdrawn from your Account upon death, attainment of the Plan's normal retirement age [(65)], [attainment of age 59 ½], termination of employment, or plan termination if no successor plan is established.

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Additional Contributions Available Under the Plan

In addition to the safe harbor contributions described above, the Plan provides other contributions as described in the following table:

[List the vesting and withdrawal conditions of each non safe harbor contribution type available under the Plan. The Adoption Agreement and/or Summary Plan Description for your Plan may be helpful in completing this information.]

Type of Contribution	Vesting Schedule	Conditions for Withdrawal of Contribution
Deferral Contributions	Always 100% vested and non-forfeitable.	Upon death, attainment of the Plan's normal retirement age [(65)], [attainment of age 59 ½,] termination of employment, or plan termination if no successor plan is established.

Other Information

Your Employer must make the safe harbor Matching Contributions to your Account within the time limits prescribed by Federal law. The safe harbor Matching Contributions will be made for the Plan Year beginning 1/1/2007. At least 30 days, but not more than 90 days, before the beginning of each Plan Year for which safe harbor Matching Contributions are to be made or during the initial Plan Year you become eligible to participate in the Plan, the Plan Administrator will provide you with a notice describing the safe harbor Matching Contributions and the eligibility requirements for receiving the safe harbor Matching Contributions for the Plan Year. After the Plan Year beginning 1/1/2007, safe harbor Matching Contributions will continue to be made unless the Plan is amended or terminated.

You can elect to defer a percentage, or a fixed dollar amount if elected by your Employer, of your Compensation as a Deferral Contribution to the Plan by executing a salary reduction agreement with your Employer. Notwithstanding any other provision of the Plan, you may increase or decrease the amount of your Deferral Contributions at least 30 days after receipt of this notice by giving written notification to the Plan Administrator. In addition, you can suspend your Deferral Contributions at least 30 days after receipt of this notice by giving written notification to the Plan Administrator. If your Deferral Contributions are currently suspended, you can resume them at least 30 days after receipt of this notice by giving written notification to the Plan Administrator. Eligible Compensation for computing salary deferral contributions means your taxable compensation reported on IRS Form W-2, excluding reimbursements or other expense allowances, fringe benefits, moving expenses, deferred compensation or welfare benefits, and including salary reduction contributions you made to an Employer sponsored cafeteria plan, qualified transportation fringe, simplified employee pension, 401(k), 403(b), or 457(b) plan. The percentage of Compensation you defer is limited to the lesser of 85% for the Plan Year, or the annual IRS limit, (\$15,500 for 2007).

More information about the contributions made pursuant to the Plan or a copy of the most current Summary Plan Description can be obtained by contacting:

GoTechNow
14800 Quorum Dr., Suite 410
Dallas TX 75254
214-615-2600]

This Sample Notice is provided with the intent of meeting the requirements of IRS Guidance. Deleting any section may result in failure to meet these requirements.