

Notification to Employees

I. Opportunity to Participate in the SIMPLE Plan

You may be eligible to make salary reduction contributions to the Patch Management, Inc. Simple Plan. This notice and the summary description provide you with information that you should consider before you decide whether to start, continue, or change your salary reduction agreement.

II. Eligibility Requirements

To be eligible to participate you must have been employed by Patch Management, Inc. for at least 2 consecutive years and have earned at least \$5,000.00 in any of the previous 2 years and reasonably expect to earn \$5,000.00 in the current year.

III. Employer Contribution Election

Until further notice, the employer elects to provide a SIMPLE IRA. You may be eligible for a matching contribution equal to your salary reduction contributions up to a limit of 3% of your compensation for the year with a maximum as set annually by the Internal Revenue Service.

IV. Administrative Procedures

If you decide to change your salary reduction agreement percentage, you must complete a *new* salary reduction agreement and return it to Endeavour Enterprises on or before January 1st or July 1st each year. You may terminate your contributions *at any time* by giving a written notice to Endeavour Enterprises; however, you may not restart your contributions until allowed renewal dates above. You may begin contributions at anytime within 30 days of you 1st becoming eligible.

V. The Selected Financial Institution

Patch Management, Inc. has selected Oppenheimer Funds to serve as its trustee, custodian or issuer of its SIMPLE IRA.

VI. Questions

For all questions regarding your SIMPLE IRA, please contact Endeavour Enterprises at 806-785-0510. Send all correspondence to 3415 73rd St, Lubbock, TX 79423-1101 Attn: Benefits Department.