

SECTION 403(b) SALARY REDUCTION AGREEMENT

By this agreement made between _____ (employee) and _____ (employer), the parties hereto agree as follows:

- I. Effective with respect to amounts earned on or after the first day of _____, 20____ (which date must be subsequent to the execution of this agreement), The compensation to be paid by the Employer to the Employees shall be reduced in the following manner (Complete A, B, or C); subject to the provisions of paragraph D:
 - A. \$ _____ each pay period (_____ pay periods per year).
 - B. _____ % of compensation for each pay period (_____ pay periods per year).
 - C. \$/% _____ each pay period during the term of employment commencing on _____, 20____, and ending on _____, 20____, (_____ pay periods), and \$ _____ each pay period thereafter (_____ pay periods).
 - D. Should the current effective employer matching contribution be increased anytime hereafter, the amounts for the remaining pay periods in the year are to be increased, at the time the increased employer matching contribution is to take effect, by an additional amount necessary to match such increase. Should this salary reduction agreement be in effect for the year(s) immediately following an increase to the employer matching contribution, the equal amounts each pay period shall be further adjusted, if necessary, to reflect the then current effective matching employer contribution, subject to further adjustment under the same procedures described above. As of the date this agreement is made, the current effective employer matching contribution is \$ _____ per year or _____ % of compensation per year.
- II. This agreement shall continue indefinitely until amended or terminated by either party (subject to the conditions in paragraphs III and IV) by giving at least thirty (30) days' written notice prior to the date of such amendment or termination.
- III. If the Employee terminates employment with the Employer, or if the Employer terminates its Section 403(b) program, this agreement shall automatically terminate.
- IV. With respect to amounts earned while this agreement is in effect, this agreement shall be legally binding and irrevocable as to both parties and shall terminate any prior salary reduction agreement executed between the Employee and the Employer under the Employer's 403(b) program.
- V. Nothing contained in this Agreement shall be deemed to constitute an employment agreement and nothing contained herein shall be deemed to give the Employee any right to be retained in the employ of the Employer.

IN THE WITNESS WHEREOF the parties hereto have executed this agreement on this _____ day of _____, 20____.

EMPLOYEE

By _____
EMPLOYER

Present Annual Salary \$ _____
Social Security No. _____

FOR EMPLOYER USE ONLY

The Employer shall pay the amount of the Salary Reduction to:

\$ _____	to	_____ (Company)
\$ _____	to	_____ (Company)
\$ _____	to	_____ (Company)
\$ _____	to	_____ (Company)
\$ _____		Total TSA Per Pay

In the manner specified above for the purchase of a non-forfeitable annuity contract to provide retirement benefits for the Employee.