

Deferral of Salary Increase or Reduction of Salary

From: (Employer) _____ To: (Retirement Plan Company) _____

I hereby elect to have part of the compensation which would otherwise be payable directly to me, paid in the form of contributions to an annuity arrangement on my behalf. I understand that this request is irrevocable and legally binding on my employer and me with respect to amounts earned and made available to me after this agreement is effective. I understand that contributions to my annuity can only be made from amounts that I earn after the effective date of this amendment. This agreement supersedes all prior salary reduction/deferral agreements.

I. Payroll election *Select one of the following four options.*

- A. New election for NEW participants — I am opening a new account. I elect to have the following amount withheld from my compensation and contributed to my retirement plan with indicated above.

Pre-tax deferrals of _____% OR \$ _____ Effective date(mm/dd/yyyy)

- B. Change deferrals — I am currently participating in the retirement plan and wish to change my election.

Pre-tax deferrals of _____% OR \$ _____ Effective date(mm/dd/yyyy)

- C. Suspend deferrals — I wish to stop deferring to the retirement plan as of the effective date specified below.

Pre-tax deferrals of _____% OR \$ _____ Effective date(mm/dd/yyyy)

- D. I do not wish to make any salary deferrals at this time.

II. Remittance

I hereby request that the full amount of the above-described salary reduction be sent to my annuity Policy or Certificate issued by retirement plan company stated above.

I understand that the maximum amount of my annual contribution to my plan is subject to the IRS limits specific to my designated plan type.

Employee Name: (please print) _____

Policy #: _____

Employee Signature: _____

Date: (mm/dd/yyyy) _____
