

**AGREEMENT TO PARTICIPATE IN THE EMPLOYER
CONTRIBUTION PORTION OF THE
CALIFORNIA WESTERN SCHOOL OF LAW
DEFINED CONTRIBUTION RETIREMENT PLAN
REGULAR RETIREMENT ANNUITY**

By this Agreement, made between _____ (print employee name) and CALIFORNIA WESTERN SCHOOL OF LAW, the parties hereto agree as follows:

The employee hereby elects to participate in the employer contribution portion of the California Western School of Law Defined Contribution Retirement Plan (the "Plan"). The employee understands that he/she must make mandatory contributions to the Plan equal to one and one-half percent (1.5%) of the employee's Compensation, as defined in the Plan, in order to receive the employer contribution. The employer contribution is currently equal to eight percent (8%) of the employee's Compensation. Accordingly, effective _____, 20____ with respect to amounts earned on or after the first day of _____, 20____, the employee's Compensation will be reduced by one and one-half percent (1.5%) and contributed to the Plan as a mandatory contribution and invested in the employee's Regular Retirement Annuity Contract(s).

This Agreement as related to the mandatory one and one-half percent (1.5%) reduction of compensation shall be legally binding and irrevocable by the employee while employment continues.

It is understood that the contribution amount defined above will be paid to the employee's Regular Retirement Annuity Contract(s) used under the Plan.

Employee _____ Date _____

I waive my right to participate in the employer contribution portion of the Plan. I understand by waiving my rights, I will not have an opportunity to participate in the employer contribution portion of the Plan in the future and agree to irrevocably waive my rights to this benefit.

Employee _____ Date _____