Agreement for Salary Reduction Under Section 403(b)

By this agreement, made between _____ (the Employee) and the Archdiocese of San Antonio, we agree as follows:

Effective for amounts paid on or after _____, _____, which date is subsequent to the execution of this agreement, the Employee's salary will be reduced by the amount indicated below. As soon as administratively practicable, the Archdiocese of San Antonio will contribute a corresponding amount to the Employee's annuity contracts (or custodial accounts), which the Employee will allocate among the funding vehicles approved by the Archdiocese of San Antonio.

This agreement shall be legally binding and irrevocable for both the Archdiocese of San Antonio and the Employee while employment continues. However, either party may terminate or otherwise modify this agreement as of the end of any month (or pay period, if applicable) by giving at least thirty days' written notice so that this agreement will not apply to salary subsequently paid.

The amount of the salary reduction shall be:

$ _____ per pay period. This amount will produce a total contribution that does not exceed the Employee's statutory limitation under IRC Section 415 or Section 402(g), whichever is less.

The amount will be contributed by the Archdiocese of San Antonio to TIAA-CREF as the authorized funding vehicle for the Archdiocese of San Antonio Defined Contribution Plan (406449).

Signed this _____ day of _____, _____ .

_____
Employee signature

_____
Employee Name (please print)   Title

_____
Location Name   Location City

_____
Archdiocese of San Antonio authorized signature

By: _____
    Archdiocese of San Antonio authorized name (please print)   Title   Date

Return your completed form to:

Archdiocese of San Antonio
Human Resources Office
2718 W. Woodlawn Avenue
San Antonio, TX 78228
Fax: 210 734-1919

Upon receipt of this form, the Human Resources Office will send you a letter confirming the amount and starting date of your contributions.

ARCHDIOCESE OF SAN ANTONIO

TIAA CREF

Financial Services

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