

Salary Reduction Agreement

403(b) Retirement Plan



Return to your employer when completed.

PARTICIPANT INFORMATION

Participant name: _____ Social Security number: _____

PARTICIPANT ELECTION

This agreement is made between the participant and the employer. Any change to this agreement must be filed in accordance with procedures established by the employer.

I, the undersigned participant, hereby elect to:

Tax-sheltered contributions

- Defer from my salary on a tax-sheltered basis _____ (whole percentage or dollar amount) of compensation (not to exceed applicable legal limitations).
- Cease my tax-sheltered contributions.

Roth elective deferrals (May not be available for all plans. Please contact your employer to verify eligibility.)

- Defer from my salary as a Roth elective deferral _____ (whole percentage or dollar amount) of compensation (not to exceed applicable legal limitations).
- Cease my Roth elective deferral contributions.

Tax-paid contributions

- Deduct from my salary on an after-tax basis _____ (whole percentage or dollar amount) of compensation (not to exceed applicable legal limitations). I understand that the amount of such deduction, pursuant to this election, will be withheld from my paychecks and paid by my employer into my account in the plan.
- Cease my after-tax contributions.

EFFECTIVE DATE

- Make the effective date of this agreement the first day of the next pay period.
- Make the effective date of this agreement as of: ____/____/____. (Date must be prospective.)

PARTICIPANT SIGNATURE

I understand the amount of such reduction, pursuant to this election, will be withheld from my paychecks and paid by my employer into my account in the plan. I understand (1) my election regarding tax-sheltered or Roth elective deferrals is irrevocable once the employer withholds the deferrals from my paycheck; and (2) any change of election regarding tax-sheltered or Roth elective deferrals is effective only for deferrals from paychecks I receive after the plan administrator accepts my change of election. I further understand that written notice must be given before the effective date of any modification. This election will remain in effect until I revoke it in writing or until I complete a new *Salary Reduction Agreement*.

Participant signature: _____ Date: ____/____/____

EMPLOYER SIGNATURE

Employer signature: _____ Date: ____/____/____

Plan name: _____

Information about the Salary Reduction Agreement

Use of form

You may use this form to: (1) make an initial salary reduction agreement, (2) change the amount of your existing salary reduction contributions, or (3) stop your salary reduction contributions.

General information

Your *Salary Reduction Agreement* is a written, legally binding agreement between you and your employer. It is an agreement whereby you direct your employer to reduce compensation not yet currently available (referred to as "your salary") by a specific percentage. Your employer then sends this amount to the plan or plans specified in the agreement as a tax-sheltered contribution, an irrevocable Roth after-tax elective deferral contribution, or a tax-paid contribution to your account in accordance with Section 403(b) of the Internal Revenue Code ("Code"). Your employer may also make contributions to the plan in addition to your contributions.

For most people, it is wise to designate contributions as a percentage of salary rather than a fixed dollar amount. If your salary increases during the year, your contributions will increase automatically without having to make a new agreement.

You may cancel your *Salary Reduction Agreement* at any time with respect to compensation not yet currently available.

Limitations on contributions

The Internal Revenue Code limits the amount of contributions that you may make each calendar year. Failure to comply with the Code Section 402(g) limit on tax-sheltered contributions may disqualify the tax-favored status of your account. Tax-sheltered contributions or Roth elective deferrals that meet the requirements of Code Section 414(v) are not counted for purposes of determining the Code Section 402(g) limit. Once tax-sheltered contributions or Roth elective deferrals in a calendar year reach the Code Section 402(g) limit, subsequent tax-sheltered contributions, a tax-paid contributions, or Roth elective deferrals will be treated as contributions under Code Section 414(v), to the extent the requirements for that section are met. GuideStone Financial Resources can assist you in determining your annual maximum contribution limits. This is particularly important if you coordinate your contributions with your employer's fiscal budget year or participate in more than one plan.

For more details regarding contribution limits, please contact GuideStone at **1-888-98-GUIDE** (1-888-984-8433).

Execution of the agreement

You and an appropriate business officer of your employer should sign the *Salary Reduction Agreement*. Keep a copy of the agreement with your tax records. Your employer should keep the original agreement. **DO NOT** send the agreement to GuideStone Financial Resources or the Internal Revenue Service.