

SALARY REDUCTION AGREEMENT

THIS SALARY REDUCTION AGREEMENT is entered into between LA SIERRA UNIVERSITY, hereinafter referred to as "Employer", and _____, S.S.No. _____ hereinafter referred to as "Employee".

The undersigned Employee wishes to obtain the benefits of Section 403(b) of the Internal Revenue Code by participating in the appropriate program adopted by the Employer.

Now, therefore, in consideration of the mutual promises and conditions hereinafter set out, it is agreed as follows:

1. The salary to be paid to the Employee shall be reduced by the sum of \$ _____ per regular pay period beginning with the salary payable on _____.

Such reduction shall be amended to \$ _____ per regular pay period beginning with the salary payable on _____.

2. These sums shall be deposited to one or more of the following tax sheltered annuity accounts for the exclusive benefit of the Employee and his beneficiaries.

TIAA-CREF Northern Life Oppenheimer Valic

3. The Employee releases any and all rights, present and future, to receive payment of the sums, from the Employer, resulting from such salary reduction in any form except (1) the right of the Employee's estate to receipt of sums so paid upon his death, or (2) the right of the Employee upon termination of employment by reason other than death personally to receive all or part of the amount specified for which service has been rendered but which has not been distributed.

4. This amendment of employment agreement shall automatically apply to the employment agreement entered into between the Employer and the Employee for each succeeding taxable year unless amended or terminated by a written notice to the Employer.

5. The Employee agrees that the Employer shall have no liability whatsoever for any loss suffered by the Employee with regard to his/her selection of an insurance company, or the solvency of, operation of, or benefits provided by said insurance company.

IN WITNESS THEREOF, this amendment has been executed by and on behalf of the parties hereto this _____ day of _____, 19____.

Employee

For Employer, Dir. Of Payroll