

515 N. Sam Houston Parkway East, Suite 500, Houston, TX. 77060

457 Salary Reduction Agreement

Part 1: Partio	cipant Information								
First Name		Middle Initial		Last Name		Social Se	curity #		
Home Address		City	5	State	Zip Code	Home Ph	one#		
Date of Birth		Date Hired mm/dd/year			Annual Salary	\$			
Employer / School District					Work Phone#				
Investment Carrier:					# of Pay Periods 10 12 24 Other (CIRCLE ONE)				
Part 2: Salary Reduction Program Instructions									
□ New	☐ Restart	☐ Increase ☐	☐ Decrease	☐ Disconti	nue/Stop	☐ Sto	p 6 mth	s due to Hardship	
EFFECTIVE DATE: As soon as possible Pay date // // (Must be turned in prior to the first of the month)									
Contribu	ation Amount (Per Pa	ay Period) (Inc/Decr	ease from \$	to \$)	\$		
☐ Eligible a	and Participating in t	the "Age 50 + Catch-	Up" Provision				\$		
Eligible and Participating in the "Final 3 Years Prior to Retirement Catch-U (must include catch-up worksheet and cannot be used along with a 50+6									
			TOTAL C	ONTRIBUTION	PER PAY PE	RIOD:	\$		
Part 3: BEI	NEFICIARY INFO	ORMATION	101112	Or (TRIBETTO)		ONSHIP:		DOB:	
Primary:									
Contingent:									
	Part 4: DISCLOSURE STATEMENT DEFERRED COMPENSATION IRC SECTION 457 OF THE REVENUE ACT OF 1978, AS AMENDED BY THE H.R. 1836. EGTRRA 2001								
		al's Deferred Compe	ensation contribu	utions and earnin	gs are only per	rmitted u	nder certa	in conditions listed	
			ı	a alarma					
	Oue	alifications	l	pelow:		Payout O	ntions		
• Reti	Qua	alifications	ŀ			Payout O	ptions		
		alifications	Ì	• Lu	mp sum;				
• Disa	irement;		l	• Lu	mp sum;	er a selecte	d period; or		
Disa Seve	irement; ability; or		l	Lu Ins Ins	mp sum; tallments paid ov	ver a selecte	d period; or	etimes;	
 Disa Seve Deat App 	ability; or erance from employme th; or proved unforeseen hard	ent; or	l	Lu Ins Ins	mp sum; tallments paid ov tallments paid ov	ver a selecte	d period; or	etimes;	
• Disa • Seve • Deal • App Part 5: Agree 1. The exce prov 2. All a Plan inche bene of th 3. I ack	ability; or erance from employme th; or proved unforeseen hard ement Participant agrees to peed the lesser of the Se visions of Section 457 amounts deferred purs in for credit to the accounding any annuity con efficiaries under the Pla he death benefit. knowledge I have read	participate under the Plection 457 dollar limit of the Code in any caler suant to the provisions out of the Participant a stract held to fund the Fan. I further understand	an and thereby defor 100% of the Partidar year. of paragraph 1 here is described in the Plan, and all accum that a taxable event	Ers the amounts desticipant's includable Plan. Notwithstand ulutions thereon, shat may occur at the time of the ti	tallments paid over tallments paid over tallments paid over tallments paid over tability. Tability cribed above excompensation or to the Participanting any other probable held for the ownership of pensation accounting	ver a selecte ver a lifetim- ion (not to o eept that the such other t but shall b ovision of the e exclusive the contract t. With the	d period; or e or joint life exceed age 7 e amount des sum as is p be contribute ne Plan, all e benefit of t is transferre exception of	ferred hereunder shall not ermissible pursuant to the ed by the Employer to the contributions to this Plan, the Participant and his/her ed to me or upon payment of certain payout options or	
Disa Seve Deat App Part 5: Agree 1. The exce prov 2. All a Plan inclubence of th 3. I ack deat Distributions advisor regarding	ability; or erance from employme th; or proved unforeseen hard ement Participant agrees to eed the lesser of the Se visions of Section 457 amounts deferred purs in for credit to the acco uding any annuity con efficiaries under the Pla he death benefit, knowledge I have read th benefits, contingent from Deferred Con ng your specific situati	participate under the Plection 457 dollar limit of the Code in any caler suant to the provisions obunt of the Participant a tract held to fund the Fan. I further understand I the qualifications for a deferred sales charge mapensation contracts ion.	an and thereby defor 100% of the Partidar year. of paragraph 1 here is described in the Plan, and all accumthat a taxable event distribution on my ay apply to an annuhave federal in	• Lu • Ins • Ins • Ins De • Por Fers the amounts desticipant's includable pof shall not be paid Plan. Notwithstand sulations thereon, shall may occur at the time of 457 Deferred Computy withdrawal or traccome tax consequences.	tallments paid over tability cribed above excepted above excepted above excepted above excepted and the Participant ing any other properties and the participant of the ownership of the ownership of the pensation account in the pensation acc	eept that the such other to but shall be ovision of the exclusive the contract. With the eleprospecture consult and the contract to the contract to the prospecture consult and the contract to the prospecture consult and the contract to the prospecture consult and the contract to the co	d period; or e or joint life exceed age 7 e amount de sum as is p be contribute ne Plan, all the benefit of the is transferre exception of sor the contribute of the contribut	ferred hereunder shall not ermissible pursuant to the ed by the Employer to the contributions to this Plan, the Participant and his/her ed to me or upon payment of certain payout options or	
Disa Seve Deat App Part 5: Agree 1. The exce prov 2. All a Plan inclubence of th 3. I ack deat Distributions advisor regarding	erance from employme th; or proved unforeseen hard ement Participant agrees to ged the lesser of the Sevisions of Section 457 amounts deferred purs in for credit to the accouding any annuity con efficiaries under the Plane death benefit. knowledge I have read the benefits, contingent of from Deferred Con	participate under the Plection 457 dollar limit of the Code in any caler suant to the provisions obunt of the Participant a tract held to fund the Fan. I further understand I the qualifications for a deferred sales charge mapensation contracts ion.	an and thereby defor 100% of the Partidar year. of paragraph 1 here is described in the Plan, and all accumthat a taxable event distribution on my ay apply to an annuhave federal in	• Lu • Ins • Ins • Ins De • Por Fers the amounts desticipant's includable pof shall not be paid Plan. Notwithstand sulations thereon, shall may occur at the time of 457 Deferred Computy withdrawal or traccome tax consequences.	tallments paid over tability cribed above excepted above excepted above excepted above excepted and the Participant ing any other properties and the participant of the ownership of the ownership of the pensation account in the pensation acc	eept that the such other to but shall be ovision of the exclusive the contract. With the eleprospecture consult and the contract to the contract to the prospecture consult and the contract to the prospecture consult and the contract to the prospecture consult and the contract to the co	d period; or e or joint life exceed age 7 e amount de sum as is p be contribute ne Plan, all the benefit of the is transferre exception of sor the contribute of the contribut	ferred hereunder shall not ermissible pursuant to the ed by the Employer to the contributions to this Plan, the Participant and his/her ed to me or upon payment of certain payout options or tract for details.	
Disa Seve Deat App Part 5: Agree 1. The exce prov 2. All a Plan inclubence of th 3. I ack deat Distributions advisor regarding	erance from employments; ability; or erance from employments; or proved unforeseen hard ement Participant agrees to even the lesser of the Security of the accounts deferred pursuants deferred pursuants deferred pursuants and any annuity condition any annuity condition and the benefit, contingent of the death benefits, contingent of the death benefits of the death benef	participate under the Plection 457 dollar limit of the Code in any caler suant to the provisions obunt of the Participant a tract held to fund the Fan. I further understand I the qualifications for a deferred sales charge mapensation contracts ion.	an and thereby defor 100% of the Part ndar year. of paragraph 1 here is described in the Plan, and all accum that a taxable event distribution on my ay apply to an annu-	• Lu • Ins • Ins De • Poi Ters the amounts desticipant's includable pof shall not be paid Plan. Notwithstand sulations thereon, sharmay occur at the time of 457 Deferred Computy withdrawal or trace come tax consequences.	tallments paid over tallments paid over tallments paid over tallments paid over tability. The tability tradition of the Participant ing any other properties all be held for the ownership of the ownership of the tall tall tall tall tall tall tall tal	eept that the such other to but shall be ovision of the exclusive the contract. With the exconsult y	d period; or e or joint life exceed age 7 e amount de sum as is p be contribute ne Plan, all the benefit of the is transferre exception of is or the contribute your tax 0	ferred hereunder shall not ermissible pursuant to the ed by the Employer to the contributions to this Plan, the Participant and his/her ed to me or upon payment of certain payout options or tract for details.	
Seve Deat App Part 5: Agree 1. The exce prov 2. All a Plan inclubence of the 3. I ack deat Distributions advisor regardir Part 6: Signa Employee Signa	erance from employme th; or proved unforeseen hard ement Participant agrees to geed the lesser of the Sevisions of Section 457 amounts deferred purs in for credit to the accouding any annuity coneficiaries under the Plane death benefits, knowledge I have read the benefits, contingent of the form Deferred Conng your specific situating tures (REQUIRE)	participate under the Plection 457 dollar limit of the Code in any caler suant to the provisions obunt of the Participant a stract held to fund the Fun. I further understand I the qualifications for a deferred sales charge mappensation contracts ion. D)	an and thereby defor 100% of the Particler 1	• Lu • Ins • Ins De • Por Fers the amounts des ticipant's includable reof shall not be paid Plan. Notwithstand ulations thereon, sha t may occur at the tin ty 457 Deferred Comp ity withdrawal or tra come tax conseq	tallments paid over tallments paid over tallments paid over tallments paid over tability cribed above execution or to the Participanting any other properties and the properties of the constitution of the pensation accounts of the pensation accounts for the constitution of the pensation accounts for the pensation acc	ver a selecte ver a lifetimion (not to o eept that the such other t but shall to exclusive the contract t. With the te prospectu consult	d period; or e or joint life exceed age 7 e amount des sum as is p be contribute ne Plan, all the benefit of the is transferre exception of is or the contribute your tax of	ferred hereunder shall not ermissible pursuant to the ed by the Employer to the contributions to this Plan, the Participant and his/her ed to me or upon payment of certain payout options or tract for details. Consultant or financial	
Seve Deat App Part 5: Agree 1. The exce prov 2. All a Plan inclubence of the 3. I ack deat Distributions advisor regardir Part 6: Signa Employee Signa	rement; ability; or erance from employme th; or proved unforeseen hard ement Participant agrees to eed the lesser of the Se visions of Section 457 amounts deferred purs a for credit to the acco uding any annuity con efficiaries under the Pla he death benefit. knowledge I have read th benefits, contingent from Deferred Con ng your specific situati atures (REQUIRED gnature: er hereby acknowledge	participate under the Plection 457 dollar limit of the Code in any caler suant to the provisions obunt of the Participant a stract held to fund the Fun. I further understand I the qualifications for a deferred sales charge mappensation contracts ion. D)	an and thereby defor 100% of the Part ndar year. of paragraph 1 here is described in the Plan, and all accum that a taxable event distribution on my ay apply to an annu- have federal in	• Lu • Ins • Ins De • Por Pers the amounts desticipant's includable for shall not be paid Plan. Notwithstand fullations thereon, shat may occur at the time 457 Deferred Compaity withdrawal or trace tax consequences.	tallments paid over tallments paid over tallments paid over tallments paid over tability. Tability cribed above except compensation or to the Participaning any other properties and the properties of the ownership o	rer a selecter a lifetimizion (not to de cept that the exch other to but shall be ovision of the exclusive the contract to the contract to the prospecture consult of the prospecture c	d period; or e or joint life exceed age 7 e amount des sum as is p be contribute ne Plan, all the benefit of the is transferre exception of is or the contribute your tax of	ferred hereunder shall not ermissible pursuant to the ed by the Employer to the contributions to this Plan, the Participant and his/her ed to me or upon payment of certain payout options or tract for details. Consultant or financial	
Disa Seve Deat App Part 5: Agree I. The exce prov All a Plan inclubence of the deat Distributions advisor regardin Part 6: Signa Employee Signa The Employer of	rement; ability; or erance from employme th; or proved unforeseen hard ement Participant agrees to eed the lesser of the Se visions of Section 457 amounts deferred purs a for credit to the acco uding any annuity con efficiaries under the Pla he death benefit. knowledge I have read th benefits, contingent from Deferred Con ng your specific situati atures (REQUIRED gnature: er hereby acknowledge	participate under the Plection 457 dollar limit of the Code in any caler suant to the provisions of the Participant a atract held to fund the Fan. I further understand I the qualifications for a deferred sales charge mapensation contracts ion. D) ges receipt and accep	an and thereby defor 100% of the Part ndar year. of paragraph 1 here is described in the Plan, and all accum that a taxable event distribution on my ay apply to an annu- have federal in	• Lu • Ins • Ins De • Por Pers the amounts desticipant's includable for shall not be paid Plan. Notwithstand fullations thereon, shat may occur at the time 457 Deferred Compaity withdrawal or trace tax consequences.	tallments paid over tallments paid over tallments paid over tallments paid over tability. Tability cribed above except compensation or to the Participaning any other properties and the properties of the ownership o	rer a selecter a lifetimizion (not to de cept that the exch other to but shall be ovision of the exclusive the contract to the contract to the prospecture consult of the prospecture c	d period; or e or joint life exceed age 7 e amount de sum as is p be contribute ne Plan, all o benefit of t is transferre exception of is or the cont your tax 0 Date:	ferred hereunder shall not ermissible pursuant to the ed by the Employer to the contributions to this Plan, the Participant and his/her ed to me or upon payment of certain payout options or tract for details. Consultant or financial	