

OLYMPIA COMMUNITY UNIT SCHOOL DISTRICT NO. 16
Section 403(b) SALARY REDUCTION AND HOLD HARMLESS AGREEMENT
FOR A TAX SHELTERED ANNUITY
(Exhibit 3)

It is hereby agreed that the existing employment agreement between Olympia Community Unit School District No. 16, hereinafter called Employer and _____(Employee Name) hereinafter called Employee, be amended to reduce the employee's present salary as directed by the Employee.

I hereby authorize and direct the Employer to reduce my salary by \$ _____ **each paycheck** beginning on the _____(date) paycheck.

The Employer shall pay the amount of the salary to _____(Company Name and Address) for the purchase of a custodial annuity contract to provide retirement benefits for the employee.

- A. This agreement shall continue indefinitely until amended or terminated by either party (subject to the conditions in paragraph B and C) by giving at least fifteen (15) days written notice prior to the date of such amendment or termination.
- B. No more than one active Salary Reduction Agreement will be used at one time.
- C. If the Employee terminates employment with the Employer, or if the Employer terminates their Section 403(b) program, this agreement shall automatically terminate.
- D. With respect to amounts earned while this agreement is in effect, this agreement shall be legally binding and irrevocable as to both parties and shall terminate any prior salary reductions agreement executed between the Employee and the Employer under the Employer's 403(b) program.
- E. The Employer will terminate this agreement if the Employee deduction contribution is believed to be in excess of the maximum amount allowable. A new agreement in compliance with state and federal law may be established.
- F. The Employee agrees NOT to use "Step Elections".
- G. The Employee MUST notify their authorized agent and the Employer if they have another Tax Sheltered Annuity plan OR have over 50% ownership in a business and have deferrals.
- H. The Employee agrees to indemnify and hold harmless the Olympia Community Unit School District No. 16, its officers and its representatives from any statutory tax penalties or interest lawfully imposed by any governmental authority in conjunction with this Salary Reduction Agreement.

_____/_____/_____
Employee Signature Employee Social Security Number Date

_____/_____/_____
Name of Company Company Representative Date

Phone Number of Representative (_____) _____

Tax Sheltered Annuity IRS 403(b) Participation

- Anyone who regularly works 20 hours or more per week is eligible to participate in the Tax Sheltered Annuity (IRS 403B) program.
- Please refer to pages 10-8 through 10-10 of the administrator's notebook for procedures for anyone interested in participating.
- We currently have 4 annuity companies who are involved with the Olympia School District at this time. The following is a list of the companies along with the approved agents and their phone numbers, if available:

Equitable – 800/628-6673

Kevin Wills – 309/662-7526

Pioneer – 800/665-8839

Diane Ryon – 309/662-7111

Steve Raney – 309/662-2000

Drake Zimmerman – 309/454-6914

Samuel Foster – phone n/a

Jeremy Donaldson – phone n/a

Larry Wyatt – phone n/a

Richard Crusius – phone n/a

Eric Rauffer – 309/662-9555

Jeff Augspurger – 309/452-7881 or 888/880-9990

Vicki Miller – 800/388-1808

Oppenheimer – 800/525-7048

Bruce Otto – 309/392-2288

John Mehlberg – 815/584-1044

Paul Gillham – 309/699-6608

Jeff Augspurger – 309/452-7881 or 888/880-9990

Jared Beckham – 309/244-8253

David R. Breuer – 574/295-1509

Peter Falftad – 309/451-3193

American Express – 800/421-0180

Greg Nichols – 309/266-7171

Jeffrey Schwartz – 309/827-6073

- If you are interested in joining others participating in the annuity program, please call Kathy Kendrick at 309/379-6011.