

SECTION 403(b) SALARY REDUCTION AGREEMENT

This Agreement is made this the _____ day of _____, 20___, by and between _____ (Employee) and Moravian Church in America, Southern Province (Employer). Each hereby agrees that beginning _____, 20___ compensation of the Employee for each monthly pay period shall be reduced by \$_____ per month.

The Employer shall transmit and contribute, on a monthly basis, the amount of the above said reduction to the Section 403(b) contract(s) and/or account(s) established in the Employee's name in the following manner:

- (a) an amount or amounts as shown below shall be paid into insurance company contract or contracts issued by the following life insurance company or companies:

Insurance Company	Premium
_____	\$ _____
_____	\$ _____
_____	\$ _____

- (b) an amount or amounts as shown below shall transmitted to the custodian under the custodial agreement made for the purpose of purchasing shares issued by the following mutual fund companies:

Mutual Fund	Amount
_____	\$ _____
_____	\$ _____
_____	\$ _____

It is understood that in no event shall the annual contribution on behalf of the Employee exceed the lesser of Employee's "Exclusion Allowance" as defined in Internal Revenue Code Section 403(b)(2) or the maximum "Annual Addition" under the limitations contained in Internal Revenue Code Section 415. Employee is responsible for all computations in connection with the determination of the amount of the salary reduction hereby authorized, including the amounts of the Exclusion Allowance, includible compensation and years of service pursuant to Section 403(b). Employer will provide Employee, upon request, any readily available information from Employer's records that is necessary to enable Employee to make such determinations.

This Agreement is legally binding and irrevocable with respect to all amounts of qualifying compensation earned by the Employee while this Agreement is in effect; provided, however, that Employee or Employer may, by thirty (30) days written notice to the other, terminate the Agreement with respect to amounts not yet earned at the time of termination. This Agreement shall renew itself for each calendar year unless either party gives notice of termination prior to December 31 of the prior calendar year.

Employee will not be permitted to enter into more than one salary reduction agreement with Employer during a calendar year. A modification of the amount of salary reduction of this Agreement constitutes a new agreement. However, the mere continuation of this Agreement from a prior calendar year to a new calendar year does not constitute an amendment or modification of this Agreement, or the making of a new agreement in such latter taxable year. No designation or redesignation of investments or withdrawal shall be construed as an amendment or termination of this Agreement.

This Agreement is not a contract of employment between the parties hereto, and no provision hereof shall restrict the right of the Employer to discharge the Employee or the right of the Employee to terminate his or her employment.

Employee agrees that Employer shall have no liability whatsoever for any loss suffered by the Employee with regard to his or her selection of a life insurance company contract or mutual fund shares, or by reason of the Employers's transmittal of contributions, provided they are transmitted in accordance with the terms of this agreement.

It is agreed that the Employer, while neither approving or disapproving the credit or investment worthiness of any insurance company or mutual fund, reserves the right to terminate all relationships with any insurance company or mutual fund that refuses to provide accurate and timely billing statements and any other needed administrative data, or is determined not to be in compliance with applicable state and federal laws regarding insurance and/or investment contracts.

Employee agrees and understands that

- (a) the purpose of the Employer in executing this agreement is to provide the Employee with an opportunity to benefit from the provisions of section 403(b) of the Internal Revenue Code of 1986 (as amended) of the United States,
- (b) the Employer does not recommend to the Employee that he or she participate in the 403(b) program,
- (c) the Employer does not warrant any particular tax consequences to the Employee.

This is Original Agreement
 Amended Agreement

The signatures below signify acceptance of this Agreement as of the date shown above.

MORAVIAN CHURCH IN AMERICA, SOUTHERN PROVINCE (Employer)

By: _____ (Authorized Signature)

Witness _____

Employee's Signature _____

Witness _____

Printed Name of Employee _____

Address _____

Employee's Social Security Number _____