

**AGREEMENT FOR SALARY REDUCTION**

By this agreement made between \_\_\_\_\_  
(the employee) and Economic Security Corporation of the Southwest  
Area (the employer) the parties hereto agree as follows:

Effective with respect to amounts earned on or after the \_\_\_\_\_ day  
of \_\_\_\_\_ 2004 (which date is subsequent to the  
execution of this agreement), the Employee's monthly basic salary  
will be reduced by the amount indicated below, and at the same time  
the Employer's contribution to the Employee's 403(b) Retirement  
Plan (the "Account") will be increased by the corresponding amount,  
as designated by the Employee, it being understood that during the  
effective period of this Agreement there will be no deductions made  
from the Employee's salary for contributions to the account.

This Agreement shall be legally binding and irrevocable as to each  
of the parties hereto while employment continues; provided,  
however, that either party may terminate this agreement as of the  
end of any month, as that it will not apply to salary subsequently  
earned, by giving at least thirty (30) days written notice of the  
date of termination; and provided, further, that no more than one  
agreement for such salary reduction may be made within any taxable  
year of the employee.

The amount of your salary reduction will be:

\_\_\_\_% of the employee's basic monthly salary (cannot exceed the  
exclusion allowance under section 403(b) Internal Revenue Code).

It is understood that the amount of such salary reduction, together  
with any contribution by the employer, will be sent by the employer  
directly to Capital Guardian Trust (American Funds).

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2004.

\_\_\_\_\_  
Employee Signature

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2004.

ECONOMIC SECURITY CORPORATION OF THE SW AREA  
Name of Employer

By \_\_\_\_\_

Title Deputy Director

Agency Contribution \_\_\_\_\_%