



# VARIABLE INVESTMENT PLAN

## Voluntary Deferred Compensation

New  Amended  Transfer  (check one)

AGREEMENT between \_\_\_\_\_ Employer  
and \_\_\_\_\_ Employee

Address \_\_\_\_\_  
Street City State Zip

Social Security # \_\_\_\_\_ Date of Birth \_\_\_\_\_ School or Dept. \_\_\_\_\_

Phone: Home \_\_\_\_\_ Business \_\_\_\_\_ Male  Female

1. Agreement: Subject to the provisions of the Voluntary Deferred Compensation Plan adopted by my employer, as the same may be amended, I hereby request my employer to defer payment of the sum of \$ \_\_\_\_\_ (or %) per pay period from my salary which will not exceed the amount allowed under Section 457(b) and (c) of the Code and as amended (presently limited to the lesser of \$8,000 or 25% of gross salary), but a minimum deferral of \$25 per pay period. Deductions to begin \_\_\_\_\_, 19\_\_\_\_\_, and continue until I cancel or modify this contract.

2. The Employer may only defer compensation that has not been earned.

### 3. Investment Selection

\_\_\_\_\_ for \$ \_\_\_\_\_ (or %) per pay period.  
\_\_\_\_\_ for \$ \_\_\_\_\_ (or %) per pay period.

### 4. Beneficiary Selection

Primary \_\_\_\_\_  
Name Birthdate Relationship

Address \_\_\_\_\_

Contingent Beneficiaries \_\_\_\_\_

5. I understand that this is a 457 Deferred Compensation Plan and does not qualify for Averaging, IRA or 403(b) Rollover or transfer out of the Plan. Changes to other offered investments may be made within the Plan.

6. The Employee acknowledges that all his or her rights under this Deferred Compensation Plan are subject to the terms of this Plan, that this Plan does not constitute an employment contract, that the Employee shall look solely to the assets in the Participation Account for the amount of this deferred compensation, that the shares shall be registered in the name of the Employer, and that the Employee, his or her heirs, successors and assigns shall hold the Employer harmless from any liability under this Plan for all acts performed in good faith including acts relating to the investment of deferred amounts and/or the Employee's investment selection.

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

Date \_\_\_\_\_ Date \_\_\_\_\_

Administered by: Harold Dance Brokerage — 360 N. Main, Logan, UT 84321