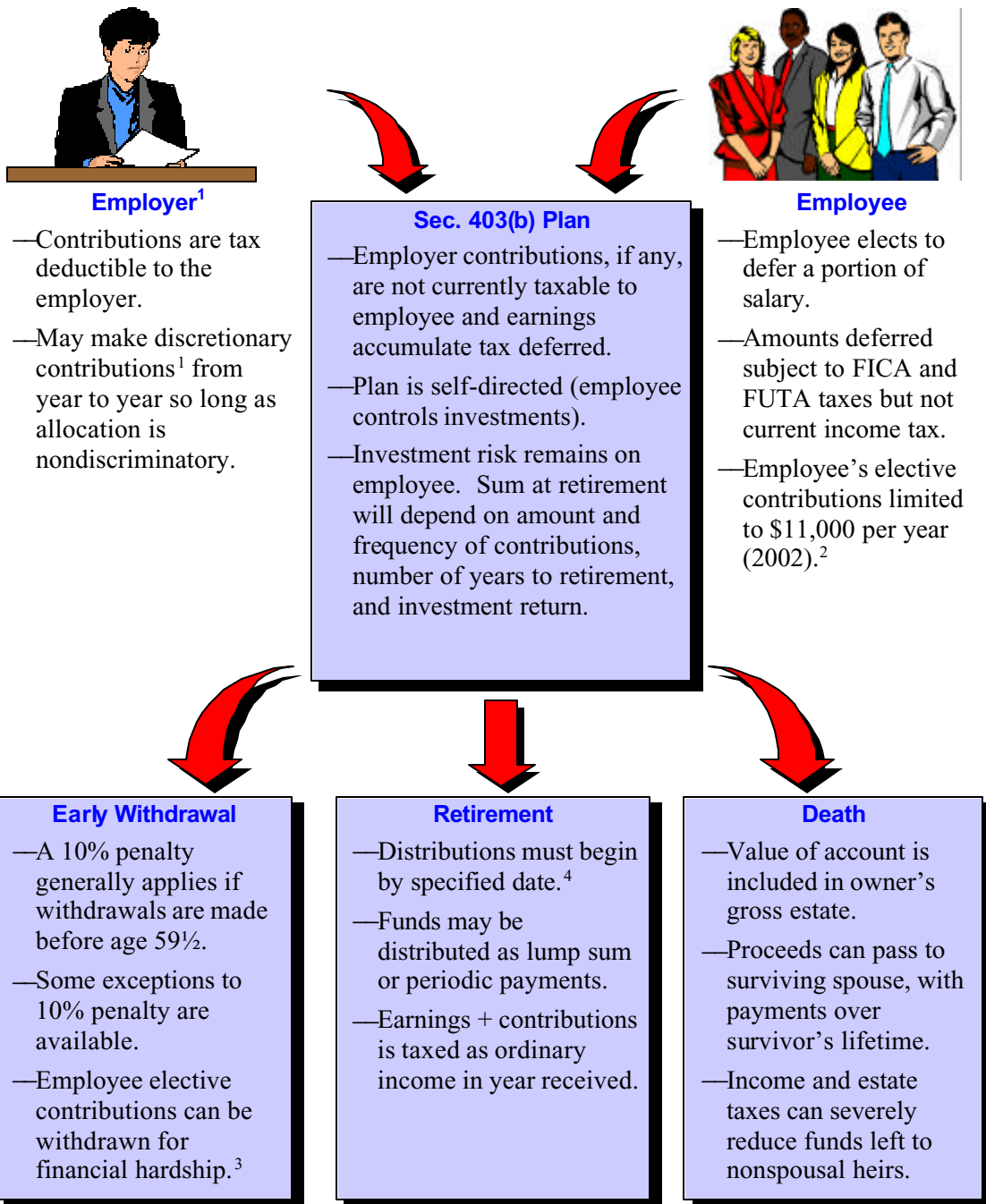


How a 403(b) Salary Deferral Plan Works



¹ If there are employer contributions, the arrangement must generally satisfy the minimum participation requirements as well as the nondiscrimination rules applicable to employer-sponsored qualified plans.

² In 2003, the limit will be \$12,000. Certain catch-up provisions are available in 2002 for those age 50 and older.

³ If provided for by the plan. Under Treasury regulations, financial hardship is defined as "immediate and heavy financial need where funds are not reasonably available from other sources."

⁴ Withdrawals must begin in the later of the calendar year in which the taxpayer becomes age 70½, or, the calendar year in which the employee actually retires. The first distribution may be delayed until April 1 of the following year. If deferred, two distributions will be required in that year.