

Antioch University New England

Retirement Plan Salary Reduction Agreement

Employee name
(Please print): _____

By this Agreement made between me (Employee) and Antioch University (Employer)
(known as the Parties), the Parties agree as follows:

Effective with respect to amounts paid on or after _____ (date)
which date is subsequent to the execution of this Agreement, the employee's salary shall be
reduced by the amount indicated below.

This Agreement shall be legally binding and irrevocable for both parties with respect to
amounts paid while employment continues. However, either Party may terminate or
otherwise modify this Agreement as of the end of any month (or pay period, if applicable)
by giving at least thirty (30) days written notice so that this Agreement will not apply to
salary subsequently paid.

The amount of salary reduction shall be _____* per pay period
(Biweekly / monthly, if applicable, will produce a total Employer contribution that does not
exceed the Employee's statutory exclusion allowance under the Internal Revenue Code
Section 403(b), 402(g) or the limitations of section 415, whichever is least.)

The amount designated above will be contributed by the Employer to the following
TIAA/CREF authorized funding vehicles:

- Regular annuity contract(s) (non-cashable) / Datatel Code SALR
- Group Supplemental Retirement Annuity contract(s) (cashable)**
Datatel Code SUPR

Employee
Signature / date: _____

Employer
Signature / date: _____

*This amount must be approved by the Office of Human Resources prior to the execution of
this Agreement and may need to be accompanied by a TIAA/CREF TDA calculation.

**A completed Group Supplemental Application form must accompany this form if this is an
initial (not continuing) enrollment.