

CORNELL COLLEGE
600 First Street West
Mount Vernon, IA 52314

Agreement For Salary Reduction Under Section 403 (b)

BY THE AGREEMENT, made between _____ (the "Employee") and Cornell College (the "Institution"), the parties hereto agree as follows:

Effective with respect to amounts paid on or after _____, 20____, which date is subsequent to the execution of this Agreement, The Employee's salary will be reduced by the amount indicated below. At the same time, the Institution will contribute a corresponding amount to the Employee's annuity contract which the Employee will allocate among the funding vehicles approved by the Institution.

This Agreement is legally binding and irrevocable for both the Institution and the Employee while employment continues. However, either party may terminate or otherwise modify this Agreement as of the end of any month by giving at least thirty days written notice so that this Agreement will not apply to salary subsequently paid.

The amount of salary reduction shall be _____ % of gross base salary (or \$_____ per pay period if applicable.) This amount will produce a total Institution contribution that does not exceed the Employee's statutory limitation under IRC Section 415 or Section 402(g), whichever is less.

For employees age 50 or over, an additional catch-up contribution of \$_____ shall be contributed. This amount must not exceed the statutory limitation under IRC 414(v).

The amount will be forwarded by the Institution to the following authorized funding vehicles:

- TIAA – CREF RA _____ %
(2.5 minimum required)
- TIAA – CREF GSRA _____ % or _____ \$
- Waiver or termination of account. I understand that I may enroll at any time, so long as I am benefits eligible and working 1000 or more hours per year.

Employee Signature

Date

Cornell College Human Resources Authorization:

By: _____
Name

Title

This amount should be reviewed with the Human Resources Office before execution of this Agreement.