

**WILLIAMS COLLEGE RETIREMENT PLAN  
SALARY REDUCTION AGREEMENT**

*SUPPLEMENTAL (UNMATCHED) RETIREMENT CONTRIBUTIONS*

Subject to any limitations set forth in the Internal Revenue Code and effective for salary paid on or after \_\_\_\_\_ (*effective date*), the Employee's base salary will be reduced by the percentage(s) listed below. Williams College (the College) will send an amount equal to this salary reduction to TIAA-CREF as contributions on behalf of the Employee to:

\_\_\_\_\_ % The College Retirement Plan; and/or

\_\_\_\_\_ % A Supplemental Retirement Annuity

These contributions will be allocated among TIAA accounts as designated by the Employee.

This agreement will continue in effect so long as the Employee's employment with the College continues or until a new salary reduction agreement for unmatched supplemental contributions is executed by the Employee and the College; provided, however, that either the Employee or the College party may terminate this agreement at any time, so that it will not apply to salary subsequently earned, by giving at least thirty (30) days written notice of the date of termination.

**SIGNED BY:**

Employee ID: W \_\_\_\_\_

\_\_\_\_\_  
(Employee's signature)

\_\_\_\_\_  
(Williams College representative)

\_\_\_\_\_  
(Date)