Voluntary Salary Reduction Agreement

I __________________________ request Bates College to reduce my salary by the amount indicated below to become effective on __________________, which is subsequent to the execution of this agreement, for purposes of contributing to my Bates College 403(b) Retirement Plan Account. Bates College agrees by this document to match my deduction up to but not more than 3% of my base salary per pay period, to start on __________________, as long as such benefit is provided to Bates employees. It is understood that the amount specified above will be paid to TIAA/CREF as premiums on a Retirement Choice Plus (RCP) Annuity Contract.

The amount of salary reduction shall be (choose one of the below):

☐ ________% of salary - whole percent only (required for contributions of 6% or less)

☐ ________ dollar amount per pay period (this option may only be used if contributing more than 6% of your salary)

If you will be under age 50 on December 31, 2016 then the maximum amount you may contribute during 2016 is $18,000.

Employees who will be age 50 or older by the end of the calendar year may also contribute an additional catch-up contribution up to a maximum $6,000. Total maximum for the year for employees 50 or older by the end of the calendar year is $24,000.

________________________________          ____________________          ______________
Signature      Bates ID#     Date

Human Resources Representative          ______________
Date

REV: 01/14/16 KE
Instructions

If you wish to change the amount of money or the percentage you are currently contributing to your 403(b) account with TIAA CREF you will need to complete the “Agreement for Salary Reduction” form.

1. Print your name.

2. Put the check date you would like the amount to be deducted.

3. Put the dollar amount or the percentage amount you would like taken from your check per pay period. A dollar amount is a set amount you want to reduce your salary by and a percentage would be a % of your pay.

4. You may only select a set dollar amount if you are reducing your salary by more than 6%.

5. Write your signature.

6. Write date you are completing this form.

7. The default investment option under the plan is the TIAA-CREF Lifecycle Fund that most closely corresponds to the year you will turn age 65. If you do create an account for the 403(b) Plan at TIAA-CREF and provide investment instructions, your future contributions will be redirected to the age-appropriate TIAA-CREF Lifecycle Fund.

To update your allocations log into or create your account at www.tiaa-cref.org/bates or call TIAA-CREF at 1-800-842-2252.

Return the completed form to the Human Resources department.

Note:

• 2016 Annual Contribution Limit is $18,000

• 2016 Catch up for participants over age 50 is $6,000