

**William College Retirement Plan**  
**Salary Reduction Agreement**  
**Retirement Income Plan Optional Matched Contributions**

Subject to any limitations set forth in the Internal Revenue Code and effective for salary paid on or after \_\_\_\_\_ the Employee's base salary as defined in the College Retirement Income Plan will be reduced by:

\_\_\_\_\_ 1%

\_\_\_\_\_ 2%

\_\_\_\_\_ 3%

Williams College (the College) will equally match the amount of this salary reduction and send the employee's salary reduction amount and the College matching contribution to TIAA-CREF on behalf of the Employee, allocated among TIAA and CREF 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 optional matched 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.

This agreement is subject to the provisions of the College Retirement Income Plan as amended from time to time, including the vesting provisions in the plan.

Employee:

\_\_\_\_\_  
(Print name)

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

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

**Williams College**

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