WILLIAMS COLLEGE RETIREMENT PLAN
SALARY REDUCTION AGREEMENT

MATCHED 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 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 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.

SIGNED BY:

Employee's Name: ________________________

Employee's Williams Email Address: ________________________

__________________________  ____________________________
(Employee’s signature)       (Williams College representative)

__________________________
(Date)