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's Name: ______________________

Employee's Williams Email Address: ______________________

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

______________________
(Date)