

**CLARKSON UNIVERSITY  
AGREEMENT FOR SALARY REDUCTION  
UNDER INTERNAL REVENUE CODE SECTION 403**

By the agreement made between \_\_\_\_\_ (the employee) and Clarkson University (Clarkson), we agree as follows:

**PENSION PLAN**

If the employee has satisfied the eligibility requirements of the Clarkson University Pension Plan ("Pension Plan"), the employee shall become a participant in the Pension Plan and shall be obligated to enter into this salary reduction agreement pursuant to the mandatory participation provisions of the Pension Plan. Accordingly, effective with respect to amounts earned on or after the first day of \_\_\_\_\_ the employee's contract salary will be reduced by 4.8% and such amount shall be contributed by Clarkson to the Pension Plan. In addition, Clarkson will contribute 9.6% of the employee's contract salary to the Pension Plan on behalf of the employee. All Pension Plan contributions shall be allocated to one of the following Pension plan investment providers as designated by the employee:

TIAA-CREF \_\_\_\_\_

Nationwide \_\_\_\_\_

By signing this agreement, the employee acknowledges that he/she understands that this agreement with respect to the Pension Plan is mandatory and irrevocable. Any salary reduction agreement executed after the employee commences mandatory participation in the Pension Plan shall apply only to the Clarkson University Salary – or Annuity Option Plan (the "Salary or Annuity Option Plan") as set forth below.

**SALARY OR ANNUITY OPTION PLAN**

In addition to the mandatory salary reduction defined above for those employees required to participate in the Pension Plan, or as a separate agreement for those not eligible for participation in the Pension Plan, the employee's contract salary will be reduced by the following amount:

% of Contract Salary \_\_\_\_\_ OR \$ per Month \_\_\_\_\_

These supplemental contributions will be paid to the contract and provider designated below:

Retirement Annuity Contract

Supplemental Annuity Contract

TIAA-CREF \_\_\_\_\_

TIAA-CREF \_\_\_\_\_

Nationwide \_\_\_\_\_

Nationwide \_\_\_\_\_

This agreement is legally binding and irrevocable for both Clarkson and the employee with respect to amounts earned while the agreement is in effect. In addition, with respect to the Salary or Annuity Option Plan, an employee can only make two agreements per taxable year. No contributions of any type may exceed the contribution limits imposed on the employee and Clarkson by the Internal Revenue Code. A description of these contribution limits may be found in IRS Publication 571.

Date: \_\_\_\_\_

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Employer and Title: \_\_\_\_\_