



AURORA UNIVERSITY

AGREEMENT FOR SALARY REDUCTION

This is a: ___ New Agreement* ___ Decrease
 ___ Increase ___ Cancellation

* A TIAA CREF Enrollment Application must accompany this form when first enabling an account.

By this AGREEMENT, made between _____ (employee) and Aurora University the parties hereto agree as follows:

(1) Effective for amounts paid on or after _____, 20____, by which date is subsequent to the execution of the Agreement, the Employee’s salary will be reduced by the amount indicated below. At the same time, the Institution will contribute a corresponding amount to the Employee’s annuity contracts (or custodial accounts), which the Employee will allocate among the funding vehicles approved by the Institution.

(2) This Agreement shall be legally binding and irrevocable for both the Institution and the Employee while employment continues. However, either party may terminate or otherwise modify this Agreement as of the end of any month (or pay period, if applicable) by giving at least 30 days written notice so that this Agreement will not apply to salary subsequently paid.

(1) Retirement Account (matched): The amount of the salary reduction shall be (check the percentage amount) 1% 2% 3% 4% 5% of gross annual salary.

AND/OR

(2) Supplemental Retirement Annuity: ____% or \$_____ of per pay period, which will produce a total Aurora University contribution that does not exceed the employee’s statutory exclusion allowance under Section 403 (b) of the Internal Revenue Code (IRC), the limitations of Section 415 of the IRC of the limitations of Section 402 (g) of the IRC, whichever is less.

For employees age 50 or over, an additional catch-up contribution of \$_____ shall be contributed. This amount must not exceed the statutory limitation under the IRC Section 414 (v).

For employees with 15-year of service or more, a catch-up deferral play may be available. Please contact TIAA/CREF at 800-842-2733, ext. 2929 for information regarding this option.

**TIAA/CREF will calculate the maximum tax-deferred amount permissible.
Please call a participant counselor at 800-842-2733, ext. 2929**

It is understood that the amount defined in (1) above will be paid to the employee’s Retirement Annuities used under Aurora University’s 403 (b) Retirement Annuities Plan. It is further understood that if (2) is completed, the percentage or amount will be paid to TIAA/CREF as premiums to Supplemental Retirement Annuities (SRAs).

(Employee Signature)

(Date)

(Human Resources Signature)

(Date)