

UNIVERSITY OF NEW ENGLAND
2014 SALARY REDUCTION AGREEMENT FOR TIAA CREF

By THIS AGREEMENT, made between _____ (employee) _____ (personal reference number) and the UNIVERSITY OF NEW ENGLAND, the parties agree as follows:

With respect to amounts earned on or after this first day of _____ 2014 (which date is subsequent to the execution of the Agreement), the employee's monthly basic salary will be reduced by the amount indicated below, which will be applied to the employee's TIAA-CREF annuity contract(s). Such funds will be allocated between the employee's contract(s), as indicated below, and according to the TIAA and CREF investment choices within those contract(s) as designated by the employee with TIAA-CREF.

This Agreement will be legally binding and irrevocable on each of the parties while employment continues. However, either party may change or terminate this Agreement at the end of any month, so that it will not apply to salary subsequently earned. Either party may do so by giving written notice before the end of the month in which salary reduction is to be changed.

The amount of the salary reduction will produce a total contribution that does not exceed the employee's statutory limitations under Sections 415, 402(g) and 414(v) of the Internal Revenue Code (IRC).

THE AMOUNT OF SALARY REDUCTION WILL BE:

A Retirement Annuity (RA): Maximum Employee Contribution Match Amount:

For eligible employees who want to participate in the University of New England's retirement plan at a level necessary to obtain the maximum dollar-for-dollar matching contributions (as designated in the retirement plan document).

B Retirement Annuity Plus (RA+): Maximum Employee Contribution Match Amount Plus:

For eligible employees who want to participate in the University of New England's retirement plan a level necessary to obtain the maximum dollar-for-dollar matching contributions (as designated in the retirement plan document), and make additional contributions.

_____ % of gross salary to Retirement Annuity (RA), matched
 _____ % of gross salary to Retirement Annuity (RA) (additional)
 _____ % of gross salary to Group Supplemental Retirement Annuity (GSRA) (additional)
 _____ % Total

C Retirement Annuity Minus (RA-): Employee Contribution Amount Below the maximum contribution match amount:

_____ % of gross salary to Retirement Annuity (RA), matched

D Unmatched Contributions: Employee Contributions for those who are "NOT" eligible for the University's Match:

_____ % of gross salary to Retirement Annuity (RA)
 _____ % of gross salary to Group Supplemental Retirement Annuity (GSRA)
 _____ % Total

E New Employee Waiver Participation: I do not wish to participate in the Retirement Annuity (RA) or Group Supplemental Retirement Annuity (GSRA) at this time.

If you checked Box D, do you wish to have the amount of your contribution increased to the maximum employee contribution match amount beginning with the first payroll of the month following your "anniversary date" _____? Yes No

 (Employee) (Date)

 (Institution Representative) (Date)

<p><u>Verification for Match Eligibility</u> <i>(For HR use only)</i> Date of Hire: _____ _____ Prior Institution & YOS: _____ _____ <i>(For Payroll use only)</i> Has TIAA-CREF account from previous employer? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>

Total contributions will be reviewed by the Human Resources Office prior to the execution of this Agreement. If the employee's total salary reduction amount is in excess of \$17,500 (for 2014) the employee will be required to submit a Maximum Allowable Contribution Statement to the Human Resources Office. As stipulated by the Internal Revenue Code, if you are 50 years of age or older you may contribute an additional \$5,500.00 (for 2014), establishing an annual maximum of \$23,000. Employees who have been employed with UNE for 15 years or more may be able to contribute up to an additional \$3,000.00. Please contact TIAA CREF for a Maximum Allowable Contribution (MAC) calculation. They can be reached at 1-800-842-2776. **Please Note:** If you are eligible to contribute more than the standard \$17,500 limit because you are both age 50 or older and you have at least 15 years of service, the IRS considers the first contributions above the regular limit to count towards the 15 year rule. After the maximum allowable amount has been contributed under the 15 year rule, additional amounts are applied as age 50 plus catch-up contributions.