SUPPLEMENTAL RETIREMENT ANNUITY PLAN CONTRIBUTION FORM
AGREEMENT FOR SALARY REDUCTION UNDER SECTION 403(b)

BY THIS AGREEMENT, made between Hampshire College (the “Institution”) and
____________________________________ (the “Employee”) the parties hereto agree as follows:
Print Name

Execution of this Agreement, the Employee’s salary will be reduced by the amount(s) indicated
below. The Institution will send the amount (along with any Institutional contribution(s) to the
Employee’s annuity contracts, which the Employee will allocate among the funding vehicles
approved by the Institution.

Supplemental Retirement Annuity Plan contribution (RSPD- percentage amount): ______%  
(2023- $22,500 Max; over age 50- $30,000)

OR

Supplemental Retirement Annuity Plan contribution (RSFD- dollar amount): $ ______
(2023- $22,500 Max; over age 50- $30,000)

__________________________________________            ______________________
Employee Signature                                                                             Date

This Agreement shall be legally binding and irrevocable for both the Institution and the Employee
while employment continues. However, either party may terminate or modify this Agreement at the
end of any month (or pay period, if applicable) by giving at least 30 days written notice.

The Institution will match an 8% contribution when both conditions are met:

1. An employee meets the one-year service requirement (working at least 1000 hours)
2. The employee elects at least 3% retirement contribution after one-year of service;  
or 5% retirement contribution after three-years of service

*Once eligibility is met, employees under the age of 30 will receive the Institution match on the
supplemental retirement contribution and employees over the age of 30 will receive the Institution
match on their mandatory retirement contribution.

For HR purposes only:

Entered into payroll system: __________________    TIAA contracts issued: ______________

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