



2024 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): _____%
*Percentage amount can have two decimal places, but a minimum of 1%
(2024- \$23,000 Max; over age 50- \$30,500)

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: _____