MARIST
Office of Human Resources

Voluntary Salary Reduction Agreement

Group Supplemental Retirement Annuity (GSRA)
Voluntary 403(b) Tax Deferred Annuity
Roth 403(b) After-Tax Annuity

By this agreement, made between:_________________________________EMPLOYEE) and MARIST COLLEGE, the parties hereto agree as follows: Effective with respect to amounts earned on or after (date):__________________, 2024 (which date is subsequent to the execution of the Agreement), the employee's gross salary will be reduced by the amount indicated below and allocated among TIAA funds within the Marist College Voluntary Tax Annuity Plan as designated by you as the participant.

Enter either a dollar amount or a percentage of Eligible Earnings for each option
Maximum $23,000 for 2024

Voluntary Supplemental Retirement Annuity
Before-Tax Election $____________per pay period OR_____________% per pay period
Roth 403(b) After-Tax Election $____________per pay period OR_____________% per pay period

Age 50 Catch-up Contribution

If you are age **50** or older by the end of this calendar year, you may defer an additional **$7,500** each calendar year into your 403(b) Tax Annuity.

Before-Tax Election $____________per pay period OR_____________% per pay period
Roth 403(b) After-Tax Election $____________per pay period OR_____________% per pay period

(If this field is not completed, the default designation will be pretax)

When combined with the mandatory participant contributions and Marist College contribution to the Marist College Defined Contribution Retirement Plan, contributions must 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, or the limitations of Section 402(g) of the IRC, whichever is less. Catch-up contributions must not exceed the statutory limitation under IRC Section 414(v). Marist College may reduce the amount of this contribution or return amounts already contributed, including earnings, if any, if required to satisfy those legal requirements. If this is your initial enrollment in Marist College's 403(b) Tax Deferred Annuity Plan, you should open your account online with TIAA prior to submitting this form. Online instructions are available in the Office of Human Resources.

This Agreement supersedes and replaces any previously submitted Agreement and will be effective with the next pay period, as administratively practicable. You are responsible for determining that the amount of your salary reduction is in accordance with the maximum permitted under the Internal Revenue Code. This Agreement shall be legally binding and irrevocable with respect to compensation paid while the Agreement is in effect. Your elective contributions will continue until annual maximum and plan limits (described in Part A) are reached, OR you submit an updated Salary Reduction Agreement.

By signing below, I verify that I have read and understand the above provisions. To allow for administrative processing of your contribution change, please allow up to 14 calendar days from receipt of your signed contribution form.

	____ /____/ ______	
Employee Signature	**Date**	**CWID**

In order to ensure that the College has the flexibility to address changes that might be needed with respect to any applicable College benefit plan (whether as a result of legal changes, changes made by providers, or other changing circumstances), the College reserves the right to modify or terminate plans from time to time. If there is any inconsistency between the description of benefits above and the terms of the applicable plan, the terms of the plan will control and the College will have the discretionary authority to construe any ambiguous or uncertain provision.