



Agreement for Salary Reduction under Section 403(b)

BY THIS AGREEMENT, made between _____ (the "Employee") and the New England Commission of Higher Education (NECHE), we agree as follows:

Effective for amounts paid on or after _____, 20____, the Employee's compensation will either (a) be reduced by the amount indicated in the items checked below and contributed to a pre-tax Account, and/or (b) have a deduction taken by the amount indicated in the items checked below and contributed to a Roth Account.

This Agreement shall be legally binding and irrevocable for both NECHE 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) by giving at least thirty days written notice so that this Agreement will not apply to salary subsequently paid.

If checked, the amount of the salary reduction and/or Roth deduction shall be as follows. (Compensation means W-2 wages, plus any elective deferrals, but excluding any post-severance payments.)

NECHE 401(b) Defined Contribution Plan

☐ 1.1 The amount of 5% will be deducted from the employee's compensation as the pre-tax employee contribution in accordance with NECHE's TIAA retirement plan.

☐ 2.1 The amount of 1.1 above plus a pre-tax contribution of \$ _____ or _____ % of compensation per calendar year will be deducted but no more than the statutory limitation under IRC §402(9).

☐ 2.2 An after-tax Roth 403(b) contribution of \$ _____ or _____ % of compensation per calendar year will be deducted but no more than the statutory limitation under IRC §402(9).

☐ 2.3 For employees age 50 or over, an additional catch-up contribution of \$ _____ or _____ % of compensation per calendar year will be deducted and contributed to a pre-tax Account, and/or \$ _____ or _____ % will be deducted and contributed to an after-tax Roth account.

These amounts must not exceed the statutory limitation under IRC §414 (v).

The total Tax Deferred Annuity amount will not exceed the employee's statutory limitation under IRC Section 402(g), 414(v), 415(c), or 401 (a)(17), whichever is less.

Signed this _____ day of _____, 20 ____

Employee: _____

By: _____
for New England Commission of Higher Education