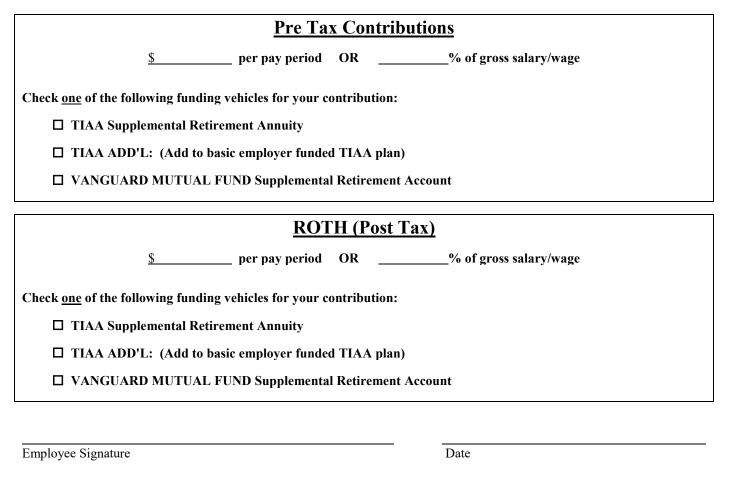
SKIDMORE COLLEGE SALARY REDUCTION AGREEMENT FOR SUPPLEMENTAL RETIREMENT ACCOUNTS

| Employee Name – Please Print) | (Employee Social Security Number) | | | |
|-------------------------------|--|---------------------------------------|---------------------------|--|
| New Enrollment □ | Change in Current Contribution \Box | | Change in Funding Vehicle | |
| Calendar Year | Total Pre & Post Tax Annual Maximum Contribution | Total Pre & Post T Maximum Contri | bution for | |
| | \$20,500 | Employees Ag \$27,000 | 3 | |
| 2023 | \$22,500 | \$30,000 | | |
| BY THIS AGREEMENT, made b | Agreement for Salary Reduction | · · · · · · · · · · · · · · · · · · · | , , | |

BY THIS AGREEMENT, made between (the Employee) and (The "Institution"), we agree as follows: Effective with the pay date of _____/ ____, the Employee's salary will be reduced by the amount indicated below. Skidmore College will send the corresponding contribution to the investment firm designated below.

This Agreement shall be legally binding and irrevocable for both the Institution 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, if applicable) by giving at least 30 days written notice so that this Agreement will not apply to salary subsequently paid.



If you elect to change your investment firm, and do not have an open SRA with that firm, it is necessary to complete a new application in Human Resources before your Supplemental Retirement Account change can be processed.

You may change your allocation of funds by calling TIAA at 1-800-842-2776 and Vanguard at 1-800-523-1188.