



BY THE AGREEMENT, made between
Wilson College (the "Institution"), we agree as follows:

Effective for amounts earned on or after the first day of
the Employee's salary will be reduced by the amount shown below.

This Agreement is legally binding and irrevocable for both the College and the Employee with respect to the amount earned while the Agreement is in effect. In addition, an employee may change this agreement at any time throughout the year. It will take effect the first payroll following the date of completion of the Agreement. However, either party may terminate this Agreement by giving at least thirty days written notice. The Agreement will not apply to salary earned after the Agreement is terminated.

The amount of the salary reduction for each semi-monthly payroll shall be

which will produce a total College contribution that does not exceed the Employee's statutory exclusion allowance under IRC Section 403 (b), the limitations of the IRC Section 415, or the limitations of IRC Section 402 (g), whichever is least.

The amount designated above will be paid as contributions to the employee's Retirement Annuity with TIAA:

By typing your name in the box below, you understand that it represents your signature

Employee Name/Signature

Enter the date in the box below:

Date

Warren Wilson College Human Resources Use Only

Approval

Date