



AGREEMENT FOR SALARY REDUCTION

By THIS AGREEMENT, made between \_\_\_\_\_ and ASSOCIATED STUDENTS, CALIFORNIA STATE UNIVERSITY, NORTHRIDGE, INC., the parties hereto agree as follows:

Effective with respect to amounts earned on or after the first day of \_\_\_\_\_, 20\_\_\_\_ (which date is subsequent to the execution of this Agreement), the employee’s basic monthly salary will be reduced by the amount indicated in items (1) or (2) below, and at the same time the Associated Students contribution to the employee’s annuity contract(s) will be increased by a corresponding amount, allocated between TIAA and CREF as designated by the employee, it being understood that during the effective period of this Agreement there will be no deductions made from the employee’s salary for contributions to the Associated Students’ TIAA-CREF Retirement Plan.

This agreement shall be legally binding and irrevocable as to each of the parties hereto while employment continues; provided, however, that either party may terminate this Agreement as of the end of any month, so that it will not apply to salary subsequently earned, by giving at least thirty days written notice of the date of termination; and provided, further, that no more than one agreement for such salary reduction may be made within any taxable year of the employee.

THE AMOUNT OF THE SALARY REDUCTION SHALL BE:

- (1) The amount that would otherwise be deducted from the employee’s basic monthly salary as the employee annuity contribution in accordance with the Associated Students’ TIAA-CREF Retirement Plan. \$ \_\_\_\_\_ / bi-weekly
OR
(2) The amount of (1) above plus \_\_\_\_\_ % of gross annual salary, \*which will produce a total contribution that does 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.

It is understood that the amount defined in (1) above will be paid to the employee’s noncashable Retirement Annuities used under the Associated Students retirement plan. It is further understood that if (2) above is checked, the difference between (1) and (2) will be paid to TIAA-CREF as premiums on:

Retirement Annuities (noncashable) OR Supplemental Retirement Annuities (cashable)

Signed this \_\_\_\_\_ day of \_\_\_\_\_ 20 \_\_\_\_\_

(Employee)

Approved By \_\_\_\_\_ (name) (title)

\* This amount should be reviewed with the Central Office prior to the execution of the agreement