



2025 SUPPLEMENTAL RETIREMENT ANNUITY PLAN CONTRIBUTION FORM

AGREEMENT FOR SALARY REDUCTION UNDER SECTION 403(B)

BY THIS AGREEMENT, made between Hampshire College (the “Institution”) and

_____ (the “Employee”) the parties hereto agree as follows:
Print Name

Execution of this Agreement, the Employee’s salary will be reduced by the amount(s) indicated below. The Institution will send the amount (along with any Institutional contribution(s) to the Employee’s annuity contracts, which the Employee will allocate among the funding vehicles approved by the Institution.

Supplemental Retirement Annuity Plan contribution (RSPD- percentage amount): _____%
Percentage amount can have two decimal places, but a minimum of 1%
(2025- **\$23,500** IRS Max; over age 50 IRS Max- **\$31,000**; age 60-63 IRS Max - **\$34,750***)

*Starting in 2025, individuals **aged 60 to 63** can make additional catch-up contributions to their workplace retirement plans. The special catch-up limit is the greater of \$10,000 or 150% of the regular catch-up amount in effect for the taxable year.

Employee Signature

Date

This Agreement shall be legally binding and irrevocable for both the Institution and the Employee while employment continues. However, either party may terminate or modify this Agreement at the end of any month (or pay period, if applicable) by giving at least 30 days written notice.

For HR purposes only:

Entered into payroll system: _____ TIAA contracts issued: _____