



NORWICH UNIVERSITY™

Expect Challenge. Achieve Distinction.

**Norwich University Defined Contribution Retirement Plan &
Norwich University Tax-Deferred Annuity Plan**
Agreement for Salary Reduction under IRC Section 403(b)

I understand that by this AGREEMENT between _____ (Employee) and Norwich University, we both agree to the following:

I am enrolling, or continuing enrollment, in the plan(s) indicated below. I have completed the required TIAA-CREF application(s) for annuity contract(s) and contribution allocations.

For amounts paid on or after _____ (Date), my salary will be reduced by the amount indicated below, and the University will in turn contribute that amount to my annuity contract(s), (or custodial accounts).

I elect the following (check one box per plan):

I. Norwich University Defined Contribution Retirement Plan (TIAA-CREF RA, Plan 104668)
Norwich University makes a basic contribution of 1% of eligible compensation for eligible employees. In addition, contributions by eligible employees up to 5% of eligible compensation are matched by the University, at 1.3 times.

- _____% of eligible compensation each pay period. (not to exceed 5%)
- \$_____ per pay period.
- 0% (University contributes 1% of eligible compensation).
- I am not eligible for this plan.

II. Norwich University Tax Deferred Annuity Plan (TIAA-CREF GSRA, Plan 104669)
Employee contributions are not matched by the Institution. This plan is used when the Employee is not eligible for the Norwich University Defined Contribution Retirement Plan in I above, or for contributions above the 5% limit of that plan.

- _____% of eligible compensation each pay period.
- \$_____ per pay period.
- I decline the option of contributing to this plan.

I understand that the IRS limits the maximum combined contribution under these plans each year, and provides for additional contributions if I am at least 50 years old or have 15 or more years of service. We agree to comply with these limits.

I understand that there are risks inherent in any investment, including contributions to these retirement plans. Norwich University makes no assurance about investment results for contributions to these plans. The future value of my account may be more or less than the amount of the contributions, depending on the performance of the investment options I choose.

We agree that this Agreement replaces any previous agreement for these plans, and will continue indefinitely as long as I am employed by Norwich University. Either the University or I may terminate or change this Agreement by giving written notice at least ten days before the end of any month (or applicable pay period).

Signed this _____ day of _____, 2_____

(Employee Signature)

Authorized By _____
For Norwich University

____ HR
____ Payroll