

**San Diego State University Research Foundation
Voluntary Retirement Savings Program
Salary Reduction Agreement**

Employee Last Name:		First Name:		M.I.
Please indicate new salary reduction percentage (%) (Maximum = 80%) <input style="width: 50px; height: 20px;" type="text"/>		Action To Take: Please Check One:		
<input type="radio"/> Pre-Tax (5AP) <input type="radio"/> Roth 403(b) Post Tax* (4TR)		<input type="checkbox"/> Initial Enrollment Have set up account with TIAA <input type="radio"/> Yes <input type="radio"/> No <input type="checkbox"/> Change in Prior Enrollment <input type="checkbox"/> Cancellation of Salary Reduction		
Investment Company: TIAA				
Choose Payroll Start or Stop Date				
<input type="radio"/> SM1 January 10	<input type="radio"/> SM2 January 25	<input type="radio"/> SM3 February 10	<input type="radio"/> SM4 February 25	
<input type="radio"/> SM5 March 10	<input type="radio"/> SM6 March 25	<input type="radio"/> SM7 April 10	<input type="radio"/> SM8 April 25	
<input type="radio"/> SM9 May 10	<input type="radio"/> SM10 May 25	<input type="radio"/> SM11 June 10	<input type="radio"/> SM12 June 25	
<input type="radio"/> SM13 July 10	<input type="radio"/> SM14 July 25	<input type="radio"/> SM15 August 10	<input type="radio"/> SM16 August 25	
<input type="radio"/> SM17 September 10	<input type="radio"/> SM18 September 25	<input type="radio"/> SM19 October 10	<input type="radio"/> SM20 October 25	
<input type="radio"/> SM21 November 10	<input type="radio"/> SM22 November 25	<input type="radio"/> SM23 December 10	<input type="radio"/> SM24 December 25	

- BY THIS AGREEMENT, made between the Employee and SDSU Research Foundation, IT IS AGREED, the Employer will contribute the amount of salary reduction to the Employee's contract(s) which is to be purchased at the request of the Employee under a voluntary program made available by the Employer. It is understood that it is the Employee's responsibility to ensure that the total Employer contribution does not exceed the Employee's statutory limitations under Internal Revenue Code Sections 415, 402(g) and 414(v), as amended.
- The Employee agrees that the Employer shall in no way be liable to him/her or his/her successors for any money damages which might arise from the Federal or State tax consequences or State Retirement consequences of his/her participation in a tax-deferred annuity plan, and consistent therewith, the Employee further agrees to save and hold harmless the Employer from any such money damages.
- This Agreement is legally binding and irrevocable for both the Employer and the Employee with respect to amounts earned while the Agreement is in effect, however either party may terminate this Agreement at any time with respect to salary not yet earned. The Agreement will not apply to salary earned after the Agreement is terminated.
- This Agreement replaces and cancels all previous Agreements on file. After the effective date of this Agreement, only the contributions selected above will continue.
- Effective for compensation payable on or after the effective date of this agreement which is subsequent to this agreement, the Employee's pay will be reduced by the percentage indicated above.
- The Employer agrees to pay the amount designated above as contributions to the Employee's account established with TIAA.

* Roth 403(b) contributions are made with after-tax dollars. Contributions and earnings are tax-free upon withdrawal if certain requirements are met. Talk to a financial advisor or tax consultant for details.

Employee Signature: _____ Date (Mo/Day/Year) _____

Work Phone: _____ Email: _____

Keep a copy for yourself and return the completed form to SDSU Research Foundation's Human Resources, 5250 Campanile Drive, San Diego, CA 92182-1945. For intercampus mail, send to Mail Code 1945.

For HR Use Only									
Enrolled		Limit	\$19,000 / \$25,000	Current %		Approved by		SM	