

AGREEMENT FOR SALARY REDUCTION

BY THIS AGREEMENT, made between _____ (the Employee) and The Principia (the Employing Institution), we agree as follows:

Effective for amounts paid on or after _____, which date is subsequent to the execution of this Agreement, the Employee's salary will be reduced by the amount indicated below. At the same time, the Employing Institution will contribute a corresponding amount to the Employee's annuity contracts which the Employee will allocate among the funding vehicles approved by the Employing Institution.

This Agreement shall be legally binding and irrevocable for both the Employing Institution and the Employee while employment continues. However, either party may modify this Agreement at the end of any month so that this Agreement will not apply to salary subsequently paid.

1. Defined Contribution Plan ("DCP") – Principia matches employee contribution up to 7½%

The amount of my salary reduction shall be: (Select the appropriate amount below and initial your selection.)

Initial	Employee Contribution	The Principia Match	Total
_____	2%* _____ %	2% _____ %	4% _____ %
_____	7½** _____ %	7½% _____ %	15% _____ %

*Minimum employee participation level
 **Maximum matched by The Principia

The investment vendor for my DCP salary reduction investment shall be: (select the investment vendor below)

Initial	403(b) Plan vendors
_____	TIAA-CREF
_____	EQUIVEST

2. Tax Deferred Annuity ("TDA") Plan - Employee contributions over 7.5% go to the TDA Plan without a Principia match.

The amount of additional employee contribution (over and above 7½%) is an extra _____ % / \$ _____ per month deduction.

The investment vendor/product for my TDA salary reduction investment shall be: (select vendor/product below)

Initial	403(b) Plan vendors/product
_____	TIAA-CREF - <i>Retirement Annuity (RA)</i>
_____	TIAA-CREF - <i>Group Supplemental Retirement Annuity (GSRA)</i>
_____	EQUIVEST - <i>annuity</i>

Amounts indicated above will produce a total Employing Institution contribution that does not exceed the Employee's statutory limitation under IRC §415 or §402(g), whichever is less. **For employees age 50 or over**, an additional catch-up sum of \$ _____ is contributed. [This amount must not exceed the statutory limitation under IRC §414(v)].

Signed this ____ day of _____, _____.

The Principia

 (Employee)

By: _____
 (Name) (Title)