

CLARK ATLANTA UNIVERSITY
Salary Reduction Agreement for Retirement Plan Participation

BY THIS AGREEMENT, made between _____
(employee) and **CLARK ATLANTA UNIVERSITY**, both parties agree to the conditions as set forth
below for supplemental and/or mandatory retirement participation:

Mandatory Retirement Plan (for eligible employees only)

Effective with compensation earned on or after the first day of _____, 20____, I elect
to have **3%** deducted from my monthly compensation and paid by Clark Atlanta University on my behalf
to TIAA-CREF. The University's corresponding contribution is **5%**.

_____ I request enrollment prior to satisfying the two-year **CAU** employment rule as I qualify under the
"Exception" provision because I have attained at least **two** years of service in a full-time capacity
with a college, university, or other approved educational organization immediately preceding my
employment at CAU

- ☐ Name of Institution
- ☐ Participation Years

_____ During the current calendar year, I participated in a 403(b) or a 457(b)-retirement plan with an
employer other than Clark Atlanta University.

_____ I request enrollment prior to satisfying the two-year **CAU** employment rule as I qualify under
the "Exception" provision because I was previously employed at **CAU** for at least two years in a
full-time capacity, preceding my new rehire status, and I have not had more than a two-year
break in service.

Voluntary Retirement Participation

Effective with compensation earned on or after the first day of _____, 20____, I elect to
have \$ _____ or _____% deducted from my pay. I request that the amount specified above be
paid by Clark Atlanta University on my behalf to **TIAA-CREF** as my selected supplemental retirement
provider for a 403(b) plan. The IRS 2025 maximum voluntary contribution amount is \$24,500.

Additional Voluntary Contribution Options

_____ During this calendar year, I am or will be age 50 or over

- ☐ Date of change _____
- ☐ Additional \$8,000
- ☐ Additional \$3,250 if you are between ages 60 and 63

_____ I have at least 15 years of service with Clark Atlanta University

- ☐ Additional \$3,000

Signed this _____ day of _____, 20____

Employee Signature

Employee ID#

HR Signature _____