# AGREEMENT FOR SALARY REDUCTION
## Voluntary Supplemental Retirement Plan

By this agreement, between the employee _____ and the Corporation, Universities Research Association, Inc., the parties agree as follows:

Effective _____, I hereby request Universities Research Association, Inc., to reduce my taxable salary and make a tax-deferred contribution of:

$_____ per Pay Period OR _____% of Total Pay

made to the following option(s): Use whole %, should = 100%

(006) TIAA-CREF Retirement Annuity _____%

(005) TIAA-CREF Supplemental Retirement Annuity (SRA) _____%

(007) Dreyfus Funds _____%

(004) T. Rowe Price Funds _____%

(001) Fidelity Group Funds _____%

The IRS maximum for tax-deferred contributions is $12,000 for calendar year 2003. If you are age 50 or older, or will become age 50 at any time during 2003, you can make an additional catch-up contribution of $2,000 in 2003. Please state the amount you would like to contribute to the additional catch-up provision for this calendar year _____ and your date of birth (month, day, year) _____. Do not complete this section, if you do not want to make this additional contribution or if you do not want to increase the amount that you are currently contributing.

Check one from each column: ____ New Enrollment ____ Monthly
____ Change ____ Weekly

This agreement shall be legally binding and irrevocable for both parties with respect to amounts paid while employment continues. However, either party may terminate or otherwise modify this Agreement as of the end of any month or pay period by giving at least thirty days written notice, so that this Agreement will not apply to salary subsequently paid.

This agreement will supersede and cancel any prior salary reduction agreement that may have been in effect for me.

By_____ Signed this day_____20____
(Employee's Signature) (Emp. No.) (Date)

By_____ Signed this day_____
20____
(For Universities Research Association) (Date)

**Benefits Office Use Only**
(403 c) Calculate the amount of the catch-up contribution per pay period. _____

EB/Sal.Red.-01/09/2003