COMMUNITY COLLEGES OF SPOKANE
BASIC TIAA/CREF RETIREMENT PLAN
SALARY REDUCTION AGREEMENT

This is an important document. Read it carefully. Make a copy for your files before you return the signed Agreement to your college retirement representative.

Notice: Under rules of the State Board for Community and Technical Colleges, beginning January 1, 1997, eligible employees are required to participate in the TIAA/CREF retirement plan as a condition of employment (unless they are already participating in the Public Employees Retirement System or the Teachers Retirement System and they have chosen to continue PERS or TRS participation). Employee contributions are fully matched by the college.

Employee participation begins with the first day of the first pay period following employment. Changes in participation percentage based on the schedule below will automatically begin with the first day of the first pay period following the employee's birthday.

Employee contributions to the basic TIAA/CREF retirement plan will be in accordance with the following schedule:
(Check the age group and percentage which applies to you):

__ 5% of CCS gross salary under age 35,
__ 7.5% of CCS gross salary age 35 through age 49
__ 10% of CCS gross salary age fifty and thereafter.
(*on and after January 1,1997, this rate will be automatic at age 50 and after*.)

For employees who become eligible for the TIAA/CREF Basic Retirement Plan on or after January 1, 1997, all required contributions to the plan are automatically on a tax-deferred (before tax) basis. Rules of the State Board for Community and Technical Colleges require that an irrevocable salary reduction agreement be on file at the college.

Certification of Agreement: By this Agreement between _____
(print name of employee)

and Washington State Community College District 17, the undersigned hereby agree that:

1. For all contributions made to the TIAA/CREF basic retirement plan on and after January 1, 1997, contributions will be made in accordance with the rate schedule and other provisions in the above notice and will be made on a "before tax" basis as a salary reduction, which reduces taxable income in the year the contributions are made.

2. The employee's contributions in accordance with the above rate schedule are required as a condition of employment during continued eligibility for the TIAA/CREF basic retirement plan. The effective date of participation is _____.
(date eligible)

3. This Agreement is irrevocable during continued eligibility for the TIAA/CREF basic retirement plan.

4. Additional **voluntary** tax deferrals may be made available by the college. Salary reduction agreement for such additional voluntary tax deferrals shall be made as an addendum to this Agreement and may be increased (within the limits of the Internal Revenue Code), decreased, or discontinued at the employee's option.

_____
Employee Signature

David Hollingsworth
Representative for the College

_____
Employee Birthdate

_____
Employee Social Security Number

_____
Date Signed

_____
Date Signed