

HAMILTON COLLEGE

457(b) Deferred Compensation Plan

Deferred Compensation Agreement

By this Deferred Compensation Agreement ("Agreement"), made by and between the Trustees of Hamilton College ("College") and _____ ("Employee"), Employee and the College agree as follows:

Effective for amounts paid by the College on or after the first day of _____ (mm/yy), which date shall be no earlier than the first day of the month following the date this Agreement is received by the College's Human Resources Office, the College is authorized and directed to reduce Employee's salary each pay period by \$_____. The foregoing amount of such reduction shall be forwarded by the College to TIAA for investment and distribution in accordance with the 457(b) Deferred Compensation Plan of Hamilton College ("Plan").

Subject to Employee's continued eligibility to participate in the Plan, this Agreement shall be legally binding and irrevocable for both Employee and the College with respect to amounts paid or otherwise made available while this Agreement is in effect. Either party may modify or terminate this Agreement as of the first day of the first pay period that begins in the month that follows the other party's receipt of satisfactory written notice of such modification or termination. This Agreement will terminate automatically when Employee's employment ends. If Employee is rehired, is eligible and wishes to make contributions to the Plan, a new agreement must be executed.

Employee acknowledges that he/she is responsible for determining that the salary reduction contributions authorized by this Agreement do not exceed the maximum allowed amount as defined under Internal Revenue Code Section 457(b). The contribution limit for 2024 is the lesser of \$23,000 or 100 percent of Employee's College-paid compensation.

Signed this _____ day of _____, 20_____

Employee Signature

By: Hamilton College

Print Employee's Name

Associate Vice President, Human Resources

Colleague ID#