

ECKERD COLLEGE

PERSONNEL SALARY CONTRACT AMENDMENT

By THIS AGREEMENT, made between _____
(employee) and ECKERD COLLEGE, ST. PETERSBURG, FLORIDA, the parties
hereto agree as follows:

Effective with respect to amounts earned on or after _____, **20**____ (which
date is subsequent to the execution of the Agreement), the employee's basic salary **each
pay period** will be reduced by the amount indicated below, and contributed to **VALIC**
(403 B. Tax Shelter Plan) as designated by the employee under the retirement plan.

The amount of the salary reduction shall be \$ _____ **OR** _____ %
per pay period.

This Agreement will be renewed automatically each January 1st unless I agree in writing
to amend it.

I am solely responsible for ensuring that my contributions to this supplemental retirement
annuity account do not exceed the limits specified in the Internal Revenue Code: the
elective deferral limitations in Section 402(g) and the annual limitations in Section
415(c).

Signed this _____ day of _____, 20_____.

Employee

Signed this _____ day of _____, 20_____.

ECKERD COLLEGE

By: _____