

AGREEMENT FOR SALARY REDUCTION UNDER SECTION 403(b)

BY THE AGREEMENT, made between _____ (the "Employee") and The National Bureau of Economic Research, Inc. (the "NBER"), the parties hereto agree as follows:

Effective with respect to amounts paid on or after _____, which date is at least fourteen days subsequent to the execution of this Agreement, the Employee's compensation will be reduced by the amount indicated below and through the date on which the Employee's employment with the NBER ends or, if earlier, the date this Agreement is terminated or superseded, the Employee's compensation from the NBER will be reduced as a pre-tax contribution and/or an after-tax Roth contribution by the amounts indicated below.

The NBER will then deposit this amount to the Employee's pre-tax or after-tax Roth TIAA and/or Vanguard Account(s), which the Employee will allocate among the funding vehicles made available by TIAA and/or Vanguard. If the Employee has not previously participated, he/she must also complete application forms with TIAA and/or Vanguard and provide a copy of the enrollment form to the NBER before pay deductions can begin.

This Agreement is legally binding and irrevocable for both the NBER and the Employee with respect to the amounts earned while employment continues. However, either party may terminate or otherwise modify this Agreement at any time by giving written notice so that this Agreement will not apply to compensation subsequently paid. Your changes will be effective as soon as administratively practicable.

SALARY REDUCTION CONTRIBUTION

PRE-TAX SALARY REDUCTION CONTRIBUTION

\$ _____ per pay period

AFTER-TAX ROTH CONTRIBUTION

\$ _____ per pay period

Total of annual Pre-Tax Salary Reduction Contributions and After-Tax Roth Contributions for 2026 is limited to \$24,500. In the event that your contributions to the TDA Plan reach \$24,500 prior to the end of the year, no further contributions will be deducted from your compensation for 2026. Unless you are otherwise notified, your Salary Reduction Contribution will be based on the above election, unless you file a new Agreement.

CATCH-UP CONTRIBUTIONS

If you will be age 50 or older by December 31, 2026, you are eligible to make Catch-Up Contributions. If your 2025 earnings were \$145,000 or more you must make your 2026 Catch-Up contributions on the After-Tax Roth basis; otherwise you can elect either the Pre-Tax or After-Tax Roth method for the contributions, or a mix of the two.

PRE-TAX CATCH-UP CONTRIBUTION

\$ _____ per pay period

AFTER-TAX ROTH CATCH-UP CONTRIBUTION

\$ _____ per pay period

Total of annual Pre-Tax Catch-Up Contributions and After-Tax Catch-Up Contributions for 2026 is limited to \$8,000. In the event that your Catch-Up Contributions to the TDA Plan reach \$8,000 prior to the end of the year, no further contributions will be deducted from your compensation for 2026. Unless you are notified otherwise, your Catch-Up Contribution will be based on the above election, unless you file a new Agreement.

Employee's Signature

Date

This amount will be reviewed by the Accounting Department before the execution of this Agreement.

Approved by: _____