![Montgomery County Community College logo]

457(b) Elective Deferral - Supplemental Retirement
2025 Salary Reduction Agreement

THIS AGREEMENT is made between _____ (Employee) and
Montgomery County Community College.
Effective with respect to amounts earned by Employee on or after the first day of _____,
20__, Employee's base salary will be reduced by the amount indicated below and allocated as designated
by Employee on his or her investment election form.

457(b) Contribution Options

You may elect to contribute to the 457(b) plan either on a pre-tax or post-tax (ROTH) basis. Indicate your
desired contribution amount or percentage below. To stop contributions, check the appropriate box.

Plan	Contribution Type	Amount	Stop Contribution
457(b) Plan	Pre-Tax	$_____per pay or _____% per pay	☐ Stop 457(b) pre-tax contribution
ROTH 457(b) Plan	Post-Tax	$_____per pay *or* _____% per pay	☐ Stop ROTH 457(b) post-tax contribution

The total pre-tax & post-tax combined contributions are subject to the annual contribution limits as defined by the IRS and detailed below.

If the employee is age 50 or over, additional catch-up contributions are permitted. The age 50 catch-up limit under IRC 414(v) is $7,500 in 2025.

If the employee is age 60-63, the catch-up contribution limit is increased from $7,500 to $11,250 in 2025.

2025 Annual Contribution Limit	Details
$23,500	Contribution limit for participants who are under 50 years of age
$31,000	Contribution limit for participants who are or will be 50 years of age prior to or during the year. This includes the **$7,500 catch up contribution**.
$34,750	Contribution limit for participants who are or will be ages 60-63 prior to or during the year. This includes the **$11,250 catch up contribution.**

_____   _____
Employee Full Name (Print)   Employee Signature   Date

_____
HR Representative   Date Entered