



DID YOU KNOW THAT **YOU** ARE ELIGIBLE???

The following information is intended to be brief. If you would like further information, please contact the HR department.

Million Dollar Round Table 401(k) Thrift Plan ("Plan") provides employees with the opportunity to save for retirement on a tax-advantaged basis. The following accounts are available to all eligible MDRT employees.

1. **401(k)** – Maximum participant contribution for the plan year 2018 is \$18,500. Participants over age 50 can make a “Catch-up Contribution” of an extra \$6,000.00. 401(k) is a **pre-taxed** benefit.
2. **Roth Account** – Same maximum contribution as the 401(k). Deferrals are on an **after-tax basis**.

Eligibility

To be eligible to participate, employees must be at least 20.5 years of age and have been employed by MDRT for at least 6 months. Just prior to that time, HR will provide eligible employees with an information packet from Mass Mutual with instructions on how to sign-up for the Plan. Employees can change their contributions anytime during the year.

Match

MDRT matches 50% of the first 6% an employee chooses to defer.

Example:

Employees contribution	MDRT Match
3%	1.5%
6%	3%
10%	3%

Vesting

Any contributions that you put into the plan such as; elective deferrals; catch-up; and roll-overs are vested 100% the day the money enters your account. MDRT contributions are vested on a percentage basis over a period of time. MDRT’s vesting schedule is below for your review.

Less than *1 year - 0%

Years of Participation	Percent Vested
Less than 1*	0
1	20
2	40
3	60
4	80
5	100

**To earn a Year of Service, you must be credited with at least 1,000 Hours of Service during a Plan Year.*

To learn more about MDRT’s 401(k) Plan see the attached Plan Highlight or visit www.massmutual.com and log into your account. If you have any further questions, please reach out to HR.