

SOUTHERN OREGON CHILD & FAMILY COUNCIL, INC.  
SOUTHERN OREGON HEAD START

**401(k) RETIREMENT PLAN  
SALARY REDUCTION AGREEMENT**

XXX-XX-\_\_\_\_\_

EMPLOYEE NAME \_\_\_\_\_

LAST 4 DIGITS OF SOCIAL SECURITY NUMBER \_\_\_\_\_

The Plan has been explained to me, and I have been given a Summary Plan Description. I understand that I may voluntarily choose to have my pay reduced for contributions to the Plan.

**ELECTION TO CONTRIBUTE**

I elect to designate my contributions as Traditional Pre-Tax Contributions and/or Designated Roth Contributions (after-tax contributions) as follows:

- *Pre-Tax Contributions:* I elect to contribute \_\_\_\_\_ % or \$ \_\_\_\_\_ of my pay, and I authorize my employer to deduct that amount each pay period.
- *Designated Roth Contributions (after tax):* I elect to contribute \_\_\_\_\_ % or \$ \_\_\_\_\_ of my pay, and I authorize my employer to deduct that amount each pay period.

I am aware that:

- 1) My contribution may be reduced in order to comply with Federal tax rules and limits, including any higher limits that apply to participants age 50 or older.
- 2) This election will take effect with the first pay period beginning on or after the first day of the next month, or as soon as it is administratively feasible for my employer to begin deductions from my pay after I file this Salary Reduction Agreement with my employer. I may stop or change my election for future pay periods by giving my employer written notice, which notice will take effect as soon as administratively feasible.
- 3) My contributions and earnings cannot be withdrawn or paid until I attain age 59½ or upon my death, disability, or termination of employment. My contributions may be available for withdrawal in the event of serious financial hardship (according to the Plan and IRS rules).
- 4) Any portion of my contributions that I elect to be Designated Roth Contributions are after-tax and will be subject to regular income tax as part of my regular taxable pay. Distributions of Designated Roth Contributions will not be taxable when distributed from the Plan, but distributions of earnings may be subject to tax or penalty if not qualified. A qualified distribution is a distribution made (a) at least five years after I began Designated Roth Contributions and (b) after I have attained age 59 ½, become disabled or die.
- 5) Any election to treat all or part of my contribution as Designated Roth Contributions is irrevocable once the contributions are deducted from my pay.
- 6) Loans are not permitted from any of my contributions which I elect as Designated Roth Contributions.
- 7) This election generally applies to all compensation payments that I receive, as described in my employer's Plan document.

EMPLOYEE SIGNATURE \_\_\_\_\_

DATE \_\_\_\_\_

**ELECTION NOT TO CONTRIBUTE**

I do not wish to contribute to the Plan at this time. I understand that I may elect to contribute in the future by completing a Salary Reduction Agreement and an Enrollment Form and filing them with my employer.

EMPLOYEE SIGNATURE \_\_\_\_\_

DATE \_\_\_\_\_

EMPLOYER REPRESENTATIVE \_\_\_\_\_

DATE RECEIVED \_\_\_\_\_

**THIS FORM SHOULD BE RETURNED TO THE SOCFC PAYROLL OFFICE.**