This is a mass email being sent to all employees:

Deferred Compensation Annual Notice

Under current tax law all employees are permitted to participate in MTSU's deferred compensation plans. The university offers a variety of deferred income plans, which make it possible for employees to take advantage of this provision in the law. Enrollment in these programs is voluntary and the decision to participate resides solely with each employee. Deferred Compensation plans are geared for retirement, so contributions cannot be withdrawn before separation from service unless indicated by the plan document.

2025 Maximum Contribution Limits
401(k) and 403(b) combined maximum age 50 or older: $31,000
401(k) and 403(b) combined maximum under age 50: $23,500
401(k) and 403(b) combined maximum age 60-63: $34,750
457 maximum age 50 or older: $31,000
457 maximum under age 50 $23,500
457 maximum age 60-63: $34,750

- **403(b) and Roth 403(b) Plans** – A 403(b) plan is a supplemental retirement plan which allow employees to save for retirement on a tax-deferred basis. Contributions are made through regular payroll deductions and can be invested with any of the TBR approved vendors. Contributions into a 403(b) plan cannot be withdrawn until separation from service. Vendor information is located on the HRS web page. For information regarding enrolling or making changes to your 403(b) monthly contributions, please visit the HRS web page. Roth 403(b) plans are after tax.

- **401(k), Roth 401(k), Roth 457(b) and 457 Plans** – These optional tax deferred retirement savings plans are operated by the State. For the 401(k) and 457 plans, contributions are made through regular payroll deductions pre-tax and contributions cannot be withdrawn before separation from service with very few limited exceptions. The Roth 401(k) is an after-tax deferred plan. Information on these plans is located on the State's designated web page. All enrollments or changes must be submitted directly with the State vendor, Empower. Roth plans are after tax.