



New Employee Orientation 2025

A Membership Worth Having!

Maryland Supplemental Retirement Plans

6 Saint Paul Street - Suite 200

Baltimore, Maryland 21202-1608

Tel: 410-767-8740 or 1-800-543-5605

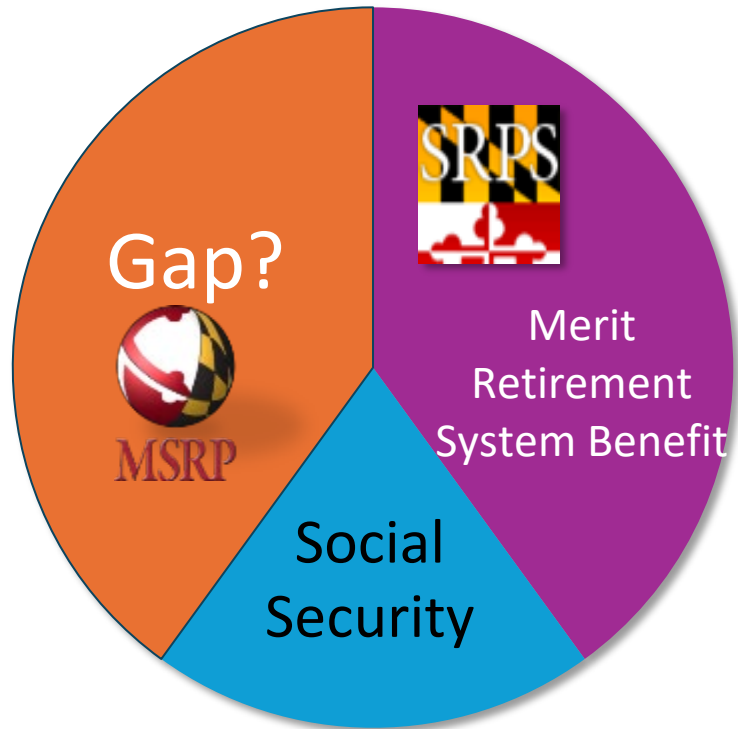
Website: mymsrp.com

Federal income tax laws are complex and subject to change. The information in this presentation is based on current interpretations of the law and is not guaranteed. It does not take into account the specific investment objectives, tax and financial condition, or particular needs of any specific person. Investors should work with their financial professional to discuss their specific situation. Further, TEAM MSRP representatives do not give legal, investment, or tax advice.

MSRP does not endorse or control the content of any non-MSRP websites referred to in this presentation.

For informational purposes only.

MSRP can fill the gap between what you'll HAVE and what you'll NEED for your future!



**Contributions are
made directly from
State Payroll**
(\$5 min. per pay per Plan)



One of the easiest ways to save for your future

Save EARLY for the Biggest Potential Payback!

Monthly Investment of \$100

(for illustration purposes)

Starting Age	Total amount contributed through age 65	4% rate of return	7% rate of return	9% rate of return
25	\$48,000	\$118,590	\$264,012	\$471,643
35	\$36,000	\$69,636	\$122,709	\$184,447
45	\$24,000	\$26,800	\$52,397	\$67,290
55	\$12,000	\$14,774	\$17,409	\$19,497

Investing involves risk including possible loss of principal. Please consult your advisor for more information. The information presented above is hypothetical and is not intended to serve as a projection or prediction of the investment results of any specific investment. Costs of investing have not been taken into consideration.

Eligible employees can receive a Match of up to \$600 per fiscal year!

What Makes an Employee Eligible to Receive a 401(a) Match?

Be a member of an eligible Employee Pension or Retirement System

AND

Make deferrals/contributions to a Supplemental Retirement Plan

What are the two options for the Match?

Option 1:

**Dollar-for-Dollar Matching
Deferral/Contribution** (default option)

Example:

Contribute \$50.00 per pay to a 457(b), and/or 401(k) plan, the 401(a) account will be credited \$50.00 per pay until the 401(a) account reaches \$600 for the fiscal year.

OR

Option 2:

Higher Education Student Loan Payment Match
(Requires an Annual Election Form each fiscal year)

Example:

With a minimum contribution of \$5.00 per pay to a 457(b) and/or 401(k) (\$130 fiscal year) AND documentation of eligible student loan payments in the fiscal year (of at least \$600), employees could qualify for up to a \$600 Match to be deposited into their 401(a) account.

[Visit MSRP.maryland.gov for the MD State Match Annual Election Form](https://msrp.maryland.gov)

The MSRP Plans: 457(b), 401(k), 401(a) Match

What's the difference?

When you have access to your money without penalty

457(b) - Deferred Compensation (Deferrals)

- You may begin distributions regardless of age, without penalty, upon separation from State service
- No in-service distributions until age 70 1/2

401(k) Savings and Investment (Contributions)

- You may begin in-service distributions at age 59 1/2
- You may begin distributions without penalty, if separated from State service in the calendar year that you turn 55 or later

401(a) Match (for eligible employees)

- No in-service distributions
- You may begin distributions without penalty, if separated from State service in the calendar year that you turn 55 or later

Important!

You can defer/contribute simultaneously to more than one Plan!

Choose When to Pay Taxes

Payroll Deferrals/Contributions Can Be Made:

Pre-tax:

Lowers your taxable income **Today!**

457(b)
401(k)



After-tax (Roth):

Lowers your taxable income **in Retirement!**

457(b)
401(k)

Pre-tax contributions

- Reduce your taxable income right away, giving you an immediate tax break
- Contributions and earnings grow tax-deferred
- You pay taxes when you withdraw the money

After-tax Roth contributions

- Do not lower your taxable income today
- Contributions grow tax-free, and qualified* withdrawals in retirement (including earnings) are tax-free

*Earnings are not taxable in the year distributed assuming all deferrals/contributions have been held in the Roth account for five years after the first Roth contribution was made AND the distribution is made after age 59 1/2 (separation from State service for a Roth 457(b)); or for death or disability.

2025 Annual IRS Contribution Limits

If you are:

- under age 50 the annual limit is **\$23,500 per Plan***
- age 50 and older the annual limit is **\$31,000 per Plan***
- age 60-63 the annual limit is **\$34,750 per Plan***

Special 457(b) Catch-Up Provision:

For the 3 years prior to being eligible to retire the annual limit is \$47,000 to the Roth or Pre-tax 457(b) Plan

Minimum investment is \$5 per pay

***By participating in 2 plan types, you can contribute up to the maximum annual limit in each plan.**

MSRP Makes it Easy to Invest

YOU make the choice:

How much involvement do you want to have in choosing investments?



Do-it-myself

Your own strategy
Select and manage
trusts and funds* from
the MSRP line-up on
your own.

All-in-one Target Date Retirement Trusts/

Funds from T. Rowe Price

Select a target date retirement
trust/fund, which is professionally
managed and rebalanced for you.

My Total Retirement™ (for an additional fee)

Using the available MSRP
investment options, this
strategy goes beyond the
typical “age-based”
investment strategy to look at
your lifestyle, situation, and
goals to create an approach
that is tailored to you.

*Collective investment trusts are offered in the 457(b), 401(k) and 401(a) Match Plans.

Target Maturity Funds are designed for people who plan to retire or need income during or near a specific year. These funds use a strategy that reallocates equity exposure to a higher percentage of fixed investments over time. As a result, the funds become more conservative over time as you approach retirement. It's important to remember that no strategy can assure a profit or loss in a declining market. Please note that choice of this fund does not assure you will reach your desired retirement plan goal.

Investment advice for My Total Retirement is provided to plan participants by Empower.

MSRP Offers Competitive Fees

- Administrative fee is capped at \$2,000 per account
- Flat fee – except 401(a) Match account
- Expense ratio is lower because State is “buying in bulk”
- Fees are subject to change

MSRP

***My Total Retirement™**
Optional
professionally-managed
account

0.40% \$0 to <\$100,000
 0.30% \$100,000 to <\$250,000
 0.20% \$250,000 to <\$400,000
 0.15% \$400,000 and above

Front-end Load	0.00%
Back-end Load	0.00%
Mortality & Expense	0.00%
Contingent Deferred Sales Charge	0.00%
Account Administration	0.0760%
Flat fee per account (annual) over \$500	\$6.00
Mutual Fund Operating Expense/Expense Ratio	0.01% - 0.85%
Advisor or Investment Management Fee*	0.00%
Payments from Mutual Funds	+0.10 to +0.25%

Enroll Easily Online at mymsrp.com

- ❑ Know your Agency Code and salary (See your paystub or ask your Benefits Coordinator)
- ❑ Enter Employment type: **Regular** or **Contractual**
- ❑ Pick the Plan Type and Plan Enrollment Code (PEC)
457(b) Plan Type: 100746-01 PEC (PIN): o5KweFcu
401(k) Plan Type: 100746-02 PEC (PIN): vvzf1SQi
- ❑ Pre-tax or Roth

Agency Code



Employee's Earnings Statement

STATE OF MARYLAND
COMPTROLLER OF MARYLAND
240104 REVENUE ADMIN DIVISION
000

Paycheck Explanation

EARNINGS				TAXES/DEDUCTIONS			
	HOURS	CURRENT	YEAR TO DATE		CURRENT	YEAR TO DATE	
REGULAR	800	292654	579387	FEDERAL TAX	30005	52050	
MISC ADJ		150000	150000	FICA/MED	30908	52843	
*ST PD BENEFITS				STATE TAXES	29174	49874	
FICA SUBSIDY		30908	52843	HLTH CARE ACCT	4958	4958	
PHARMACY SUB		19832	19832	DEPN CARE ACCT	20833	20833	
DENTAL SUBSIDY		2424	2424	UCC DENTL DPPO	2424	2424	
RET/PEN SUB		62155	123052	AD & D PLAN	115	115	
UNEMPL INS SUB		1131	1934	TERM LIFE INS	200	200	
HEALTH INS SUB		55023	55023	ADDIT TERM INS	645	645	
				MD COL INV PLN	7500	15000	
				ST EMP ALT PEN	20543	40649	
				DEF COMP	5000	10000	
				DIR/SEP-CHKNG	274637	458564	
				CF 8CB5 EPO	9710	9710	
				ST EMP CREC UN	5000	10000	
				MD CHARITY	500	1000	

Current		Year To Date	
Earnings	652654	Taxes	92089
	729387	Deductions	77928
			114054
		Net Pay	274637
			458564

CATHY, COMPTROLLER
9999 SOMEWHERE ST
COLUMBIA, MD 21046

311

Contacts/Questions about MSRP?

Empower Retirement Customer Service: 833-272-0093

**Schedule a Virtual Appointment with Your Dedicated
Empower Retirement Team Member at mymsrp.com**

- enrollment assistance
- personalized account guidance/recommendations
- help with rolling over money from your previous employer's plan into your MSRP account



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Board Website: MSRP.maryland.gov

**Download the Empower mobile app and connect
to your Plan. Look for the Empower logo.**

