

# Defined Contribution Retirement Plan

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Full-time and pro rata faculty and full-time, pro rata, and benefit-eligible part-time staff are required to participate in the University's Defined Contribution Retirement Plan starting on the first day of employment or first day becoming benefit eligible, with University contributions. The percentage of University contribution is based on years of service at the Mount. Employees can also contribute pre-tax or roth up to the IRS limit in the voluntary Defined Contribution Retirement Plan.