



**COLORADO COUNTY OFFICIALS AND  
EMPLOYEES RETIREMENT ASSOCIATION  
DEFERRED COMPENSATION PLAN**

**457 PARTICIPATION AGREEMENT**

**(Amended and Restated Effective as of June 1, 2014)**

**COLORADO COUNTY OFFICIALS AND EMPLOYEES  
RETIREMENT ASSOCIATION  
DEFERRED COMPENSATION PLAN  
(Amended and Restated Effective as of June 1, 2014)**

**457 PARTICIPATION AGREEMENT**

*Participating Employer:* \_\_\_\_\_

*Participating Employer Original Participation Date:* \_\_\_\_\_

*Participation Agreement Effective Date:* \_\_\_\_\_

By this Agreement, by and between Colorado County Officials and Employees Retirement Association (“CCOERA”) and the Participating Employer designated above, the Participating Employer adopts the Colorado County Officials and Employees Retirement Association Deferred Compensation Plan (the “Plan”), as amended and restated effective June 1, 2014, and as further amended or supplemented from time to time. Capitalized terms used in this Participation Agreement but not defined shall have the meanings given in the Plan. This Agreement shall amend and supersede any previous participation agreement made by and between the Participating Employer and CCOERA.

1. ADOPTION OF THE PLAN. The Participating Employer adopts the Plan pursuant to the terms of the Plan and this Participation Agreement, effective as of the Participation Agreement Effective Date. The Participating Employer’s participation in the Plan is conditioned on the timely payment by the Participating Employer of its proportional share of contributions under the Plan and expenses resulting from administration of the Plan.

2. REVIEW OF THE PLAN. The Participating Employer has reviewed the Plan, and in particular Sections 8.8 and 8.12 of the Plan. The Participating Employer has consulted, or had opportunity to consult, with its legal and tax advisors with reference to the Plan and this Participation Agreement.

3. APPROVAL OF PLAN TRUSTEE AND ADMINISTRATOR. The Participating Employer approves and confirms the Trustee and Administrator designated by CCOERA to serve in each such capacities.

4. CCOERA AS AGENT. The Participating Employer irrevocably designates CCOERA as its agent for all purposes of the Plan, and authorizes CCOERA, on behalf of the Participating Employer, to perform the specific acts and to exercise the specific powers granted under the Plan. CCOERA or its designee shall have authority to make any and all necessary rules or regulations, binding upon the Participating Employer and its Employees, to effectuate the purpose of the Plan.

5. LIABILITY FOR CONTRIBUTIONS. All contributions made by the Participating Employer under the Plan and this Participation Agreement shall be determined separately by each Participating Employer, and shall be allocated only among the eligible Participants of the Participating Employer making the contribution.

6. OPTIONAL EMPLOYER CONTRIBUTIONS. The Participating Employer hereby elects and commits to make Employer Contributions in the following amounts and for the following Eligible Employees:

- The Participating Employer shall make no Employer Contributions.
- The Participating Employer shall make Employer Contributions, as follows:

Employees designated to receive Employer Contributions include:

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(See current Employer 457 contribution policy attached.)

7. ROTH CONTRIBUTIONS. (*Specify one option only*):

- Roth Contributions are allowed in accordance with the Plan.
- Roth Contributions are not allowed.

8. LOANS TO ELIGIBLE BORROWERS. (*Specify one option only*):

- Participant loans are allowed in accordance with Article 4 of the Plan and loan procedures adopted by the Administrator.
- Participant loans are not allowed.

Note: If loans are permitted, a Participant may not request a loan from a Roth Account.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

\_\_\_\_\_  
Participating Employer

By: \_\_\_\_\_

Title: \_\_\_\_\_

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

COLORADO COUNTY OFFICIALS AND  
EMPLOYEES RETIREMENT ASSOCIATION  
Plan Sponsor

By: \_\_\_\_\_

Title: Executive Director