

July, 10, 2024

Due to the severe losses of many Brazoria County citizens many of whom may be County employees and because Brazoria County has been declared a disaster area, the County is eligible to offer a one-time hardship withdrawal option for employees from their Alternate Plan accounts. These funds would hopefully provide some immediate cash to families who have a current need without dramatically affecting their long-term retirement dollars.

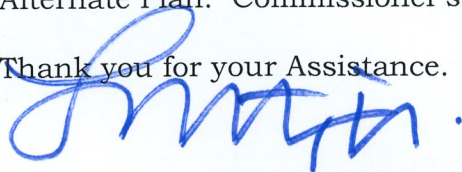
It is my recommendation that a one-time only hardship withdrawal be approved for the employees of Brazoria County from their 457 deferred compensation plan. This will be administered by Human Resources and Kathy Trussell with First Financial Benefits. This one-time withdrawal will have the following guidelines:

1. **Amount** – Withdrawals may be requested for a \$500 minimum withdrawal to a maximum of \$15,000. These withdrawals may not exceed 50% of the employees account balance.
2. **Timeframe** – The proper forms must be completed and submitted within 45 days of approval from Commissioner' Court.
3. **Time Event** – This is a one-time only limited withdrawal.
4. **Documentation** – The hardship withdrawal will only have to note the reason for the withdrawal as "Hurricane Beryl Disaster" without any further supporting documentation.
5. **Tax Consequence** – This is a one-time emergency withdrawal therefore there will be no taxes withheld from this distribution. Employees will receive a 1099 in January to process with their tax return. The distribution will be taxable income for the 2024 year.

Kathy,

Below is my signature authorizing one-time emergency withdrawals from the employee Alternate Plan. Commissioner's Court will ratify this action on July 23, 2024 agenda.

Thank you for your Assistance.



L.M. "Matt" Sebesta, Jr.  
Brazoria County Judge