

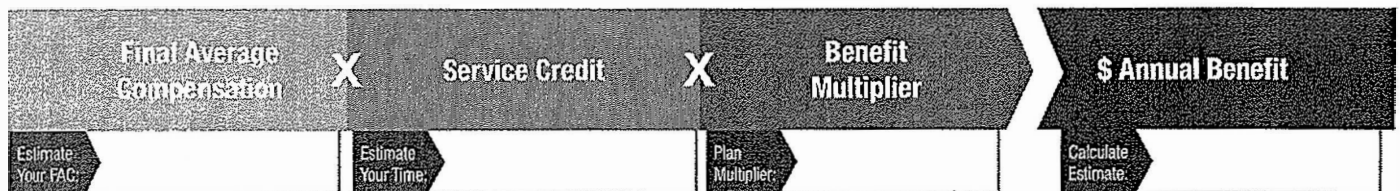
**ENROLL
TODAY**

MERS Defined Benefit Plan



How the Retirement Plan Works

The MERS Defined Benefit Plan is a retirement plan offered to you through your employer. This benefit provides you with a **lifetime pension** payment in retirement once you become vested (see the Vesting section below for more details). Your benefit amount will not fluctuate with investment gains or losses; instead, it is calculated based on the formula below. Check with your employer or log on to your myMERS account for the provisions and details that apply to you.



Final Average Compensation (FAC) is the average of the highest consecutive wages over a period of time as determined by your employer.

Service Credit is the total amount of all your qualifying months of work (this can include purchases of service credit). You earn service credit for each month of work that meets your employer's requirement.

The Benefit Multiplier is a percentage chosen by your employer and typically ranges from 1.0% to 2.5%.

Estimating your benefit is easy using the online calculator through your myMERS account.

Contributions

You may be required to contribute to the MERS Defined Benefit Plan.

Your employer sets the required contribution rate. Your contributions don't change your benefit formula, but they do help meet funding needs.

Contribution Requirement:

Vesting

Vesting refers to your eligibility to receive a pension benefit when you meet retirement age. It is based on a required amount of time you must work (or other service credit) to qualify.

There are two other types of service you may have earned from a participating municipality that could help you meet your vesting and early retirement eligibility requirements: **MERS-to-MERS** and the Reciprocal Retirement Act (also known as Act 88).

Vesting Requirement:

Who is MERS?

MERS is an independent, professional retirement services company that serves local units of government across the state of Michigan. MERS listens and works in partnership with our members to deliver a superior value that meets our members' needs.



Name Your Beneficiaries

One of the most important things you can do for yourself and your family is to name beneficiaries and keep your information updated.

You can update beneficiary and contact information any time by logging into your myMERS account through the MERS website.



A **Monthly Pension Beneficiary** is one person who would receive a lifetime benefit if you are vested and die before you begin collecting your retirement benefits (or if you die as a result of work duties). If married, your spouse must be named your *Monthly Pension Beneficiary* unless they waive this right in writing.



A **Refund Beneficiary** is a person(s), trust, estate or charity that receives a refund of your employee contributions (plus interest) if you die before you are vested. If married, your spouse must be named your *Primary Refund Beneficiary* unless they waive this right in writing.

You'll also be asked to provide a **Contingent Refund Beneficiary** in case your *Primary Refund Beneficiary* is deceased.



Retirement Eligibility

You are eligible for retirement benefits once you meet the age and service requirements of your employer's plan provisions:

- If you are vested, the standard retirement age is 60.

Other early retirement options are available if adopted by your employer:

- At age 50 with either 25 or 30 years of service
- At age 55 with either 15, 20, 25, or 30 years of service
- At any age with a minimum of 20-30 years of service, in whole numbers

Reduced retirement benefits:

- Must meet the requirements of age 55 with 15 years of service or age 50 with 25 years of service to qualify
- Benefit is permanently reduced by 0.5% per month the participant is under age 60

Retirement Eligibility Requirement:

MERS Helps You Become Retirement Ready

myMERS Online Account offers you a secure login that connects you to your account information, calculators, webinars, and other resources to help you stay on the right retirement track. Visit our website today at www.mersofmich.com.

MERS Service Center is available to assist you with your questions at **800.767.MERS (6377)** or send us a private message through Facebook.



Free, Local Seminars, called *Pizza & Planning*, are held throughout the state during the year. These, along with webinars and Facebook Live events, can provide important information on your MERS plans.

Sign up by visiting the MERS website.

This publication contains a summary description of MERS benefits, policies or procedures. MERS has made every effort to ensure that the information provided is accurate and up to date (as of the date of publication 09/18/2019). If this publication conflicts with the relevant provisions of the Plan Document, the Plan Document controls. MERS, as a governmental plan, is exempted by state and federal law from registration with the SEC. However, it employs registered investment advisors to manage the trust fund in compliance with Michigan Public Employee Retirement System Investment Act. Past performance is not a guarantee of future returns. Please make independent investment decisions carefully and seek the assistance of independent experts when appropriate.



Defined Benefit Retirement Plan Enrollment Form

Personal Information

Last name*	First name*	MI	Full SSN*
Mailing address*		Gender* <input type="checkbox"/> Male <input type="checkbox"/> Female	Date of birth (mm/dd/yyyy)*
City*	State*	Zip code*	Daytime phone number (with area code)*
Email address			Marital status* <input type="checkbox"/> Single <input type="checkbox"/> Married

! Your email address ensures we can provide you with important information about your retirement plan(s). Please consider providing a personal email address so that we can reach you if you change employment or retire. MERS will never sell or share your personal data for use beyond administration of your benefits.

* Required field

What's Next?

1

Complete the Enrollment Application

After completing the above information, submit it to your employer.

2

Receive Welcome Email

Once your employer enters your information, MERS will send you a welcome email with more information about your plan.

3

Set up your myMERS account

After receiving your welcome email, visit www.mersofmich.com to log in to your myMERS account.

Enter **beneficiary information** and verify contact details (including email) are accurate and up to date.