

## DEFINITION OF OBRA

The Omnibus Budget Reconciliation Act of 1990 (OBRA) expanded the definition of "employment" for Social Security coverage and FICA tax purposes to include service performed after July 1, 1991 by a state or local government employee, unless the employee is a member of the employer's retirement system at the time the service is rendered or is already covered under an agreement between the employer and the Secretary of Health and Human Services (referred to as Section 218 agreement).

- Most full-time state or local public employees are members of their employer's retirement system. By virtue of that membership, full-time service is not covered employment for purpose of the Old Age Survivors and Disability Insurance (OASDI) portion of taxes under the Federal Insurance Contributions Act (FICA), sometimes called Social Security tax, on the wages of employees paid by employer with respect to employment.
- Generally temporary, seasonal and part-time employees are not members of their employer's retirement system and their employment may be excluded from mandatory Social Security coverage provided they participate in an appropriate alternative plan under OBRA.

All participants classified as OBRA must make a mandatory contribution to the plan equal to 7.5% of gross pay. These OBRA mandatory contributions are restricted to investments in The Income Fund and distributions are restricted to a lump sum payment.

If you are interested in contributing more than the mandatory 7.5%, please contact the Treasures Office.

All OBRA participants are required to complete an OBRA Mandatory Participation Agreement to enroll in the plan.

You may apply for withdrawal of your OBRA funds when you terminate your services with the Town of Carlisle. Please call Great West(Smart plan) 1-877-457-1900.

# OBRA Information Guide

S A V E M O N E Y A N D R E T I R E T O M O R R O W

## Basic Facts About OBRA and the Massachusetts Deferred Compensation SMART Plan

As a part-time, seasonal or temporary employee of the Commonwealth of Massachusetts or a part-time, seasonal or temporary employee of a participating Massachusetts local government employer and not eligible to participate in the employer's retirement program or not covered under a section 218 agreement, you are required to participate in the Massachusetts Deferred Compensation SMART Plan (SMART Plan).<sup>1</sup> The SMART Plan is an alternative to Social Security as permitted by the federal Omnibus Budget Reconciliation Act of 1990 (OBRA). OBRA, passed by the U.S. Congress, requires that beginning July 1, 1991, employees not eligible to participate in their employer's retirement program be placed in Social Security or another program meeting federal requirements. The SMART Plan meets those federal requirements.

## Mandatory Contributions

As an OBRA employee, you must contribute at least 7.5% of your gross compensation per pay period to the SMART Plan. This contribution is deducted on a pre-tax basis, reducing your current taxable income. This means that you will not pay any tax on this money until it is distributed from your account.

Your human resources or payroll center representative will provide you with an OBRA Mandatory Participation Agreement. Please complete and return the form to either your human resources or payroll center representative.

## Investment Option

All mandatory contributions to the SMART Plan will be invested in the Capital Preservation Fund. The Capital Preservation Fund is designed to protect your principal and maximize earnings. Your account will earn interest based upon the prevailing rates for this type of investment. Mandatory contributions may not be transferred out of the Capital Preservation Fund.

Additional information regarding the Capital Preservation Fund may be obtained online at [www.mass-smart.com](http://www.mass-smart.com) > Invest > Investment Options or via the SMART Plan Service Center at (877) 457-1900.<sup>2</sup>

## Administrative Fee

There is a fee of \$14.10 per OBRA account, per annum, charged monthly. Fees are used to pay for administrative, recordkeeping, communication and investment education expenses.

## Voluntary Contributions

You may make additional contributions (voluntary contributions) above the mandatory contribution of 7.5% of compensation per pay period. Any voluntary contributions that you elect to make may be invested among the SMART Plan's wide array of investment options and are freely transferable among options in accordance with the terms of the SMART Plan. OBRA voluntary contributions will not be charged an additional administrative fee.

To set up voluntary contributions or to learn more, please contact your local SMART Plan representative at (877) 457-1900 and say "representative."<sup>3</sup>

## Account Management

Once you are enrolled in the SMART Plan, you will have access to your account 24 hours a day, seven days a week through the website at [www.mass-smart.com](http://www.mass-smart.com) or via the SMART Plan Service Center at (877) 457-1900.<sup>2</sup> All you need is your Social Security number (SSN) and Personal Identification Number (PIN). Your PIN will be mailed to your home as soon as you are enrolled in the SMART Plan.<sup>4</sup> To register your account for the first time, click on the "First Time Visiting? Let's Get Started!" link. For security purposes, you will then be asked to create a personalized Username.

Through either the website or SMART Plan Service Center, you can:

- Obtain your account balance(s), allocations and transaction history

- Obtain investment option information and returns
- Order a new PIN or personalize your PIN
- Update your beneficiary information as needed

## Statements

You will receive an annual statement in January of each year showing contributions, earnings, fees, distributions and the total value of your account. Please review your statement carefully to ensure your information is correct. It is extremely important that you keep the Plan administrator advised of your current address.

To update your address, call the SMART Plan Service Center at (877) 457-1900. You can also go to [www.mass-smart.com](http://www.mass-smart.com). Once you log in to your account, click on "My Profile" to update your personal account information.

## Distributions

Distribution of your SMART Plan benefits can only be made upon:

- Severance from employment
- Your death

Severance from employment occurs because of your voluntary or involuntary termination of employment. There is no early withdrawal penalty for taking a distribution of your account upon separation of service, regardless of your age.<sup>5</sup>

If you no longer work for the Commonwealth of Massachusetts or a Massachusetts local government employer, you may take a lump-sum distribution (payable to you or to your beneficiary upon your death) or roll over your assets into another eligible employer-sponsored plan or traditional Individual Retirement Account (IRA).<sup>6</sup>



### Paper

Go to [www.mass-smart.com](http://www.mass-smart.com) > **Participate** > **OBRA**. Click on the link OBRA Mandatory Beneficiary Designation form. Mail or fax the completed form to the address or fax number provided on the form.

A leave of absence is not a severance from employment. Also, a change from part-time to full-time employment, or any similar change, is not considered an event that could result in a distribution from the SMART Plan. Benefits attributable to your voluntary contribution account may be distributed under other options available under the SMART Plan.

**You may elect to receive your distribution immediately upon severance from employment.** For more information or to access a Distribution Request Form, please contact the SMART Plan Service Center at (877) 457-1900 or visit [www.mass-smart.com](http://www.mass-smart.com) > **Participate** > **Forms**.

### Beneficiaries and Death

If you die before receiving all of your SMART Plan assets, the funds will go to your designated beneficiary. If you do not designate a beneficiary, your funds will be paid to your estate and will be distributed in accordance with Massachusetts probate law. It is essential that you designate a beneficiary on the enrollment form to ensure your assets will pass on as you intended.

Updating your beneficiary is quick and easy. You have two choices:

#### Online

Log in to the SMART Plan website at [www.mass-smart.com](http://www.mass-smart.com). Then go to My Profile > Beneficiary.

You will receive a written confirmation after your beneficiary information has been updated. It is extremely important that you keep the Plan administrator advised of your beneficiary changes.

### Converting to Full-Time Status

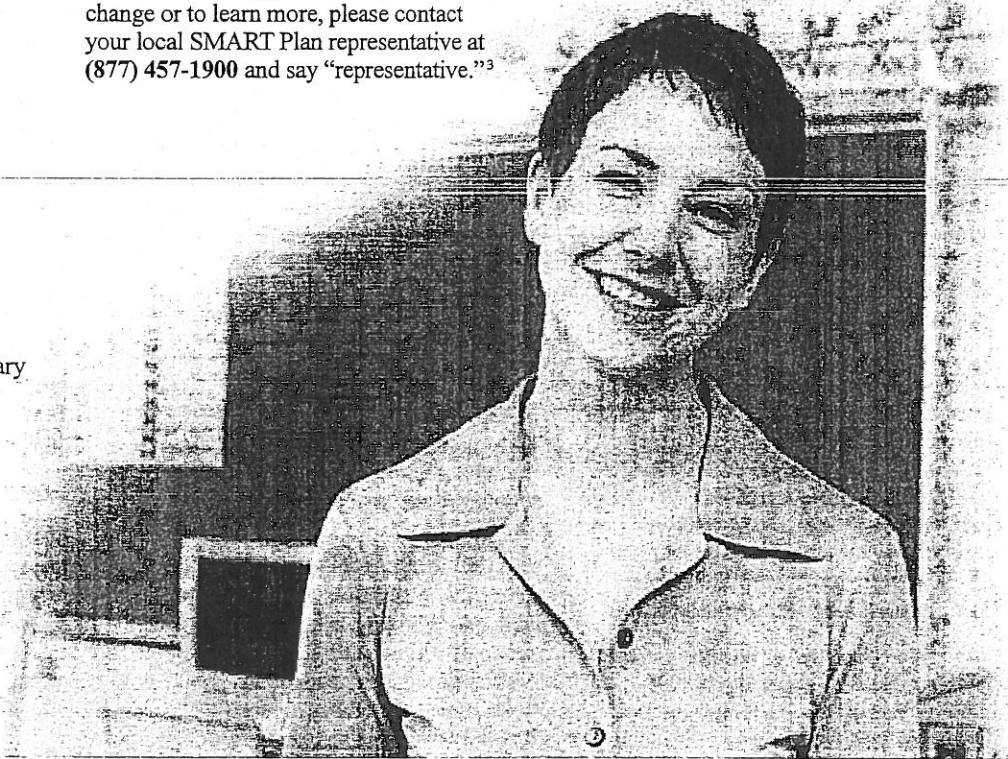
If you become a permanent, full-time employee and at one time made contributions to an OBRA mandatory account, you may elect to transfer your OBRA mandatory account to your voluntary account in the SMART Plan. In order to take advantage of this option, you cannot be actively contributing to the OBRA mandatory plan. To implement this change or to learn more, please contact your local SMART Plan representative at (877) 457-1900 and say "representative."<sup>3</sup>

### Service Buyback

If you reach a point where you are no longer making OBRA mandatory contributions but you're still working for a Commonwealth of Massachusetts state agency or municipality, you may be eligible for a "Service Buyback" of your credible years of service to your qualified governmental defined benefit retirement plan. Service buybacks may be funded from transferred assets from the OBRA mandatory and/or voluntary contribution accounts.

### More Information

To obtain additional information, please call the SMART Plan Service Center at (877) 457-1900, Monday through Friday, from 9:00 a.m. to 8:00 p.m. Eastern Time.



<sup>1</sup> The Social Security Administration website at <http://www.socialsecurity.gov/form1945> reminds state and local governmental employers of the requirement under the Social Security Protection Act of 2004 to disclose the effect of the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) to employees hired on or after January 1, 2005, in jobs not covered by Social Security. Some jobs may not be covered under Social Security because they are not subject to mandatory coverage and there is no Section 218 agreement that covers them. The GPO provision impacts the amount of Social Security benefits received as a spouse or as an ex-spouse. The WEP affects the retirement or disability benefits received under Social Security if an individual has worked for an employer who does not withhold Social Security taxes. The law requires newly hired public employees to sign a statement, Form SSA-1945, that they are aware of a possible reduction in their future Social Security benefit entitlement. A copy of Form SSA-1945 is available at <http://www.socialsecurity.gov/form1945/SSA-1945.pdf>.

<sup>2</sup> Access to the SMART Plan Service Center and website may be limited or unavailable during periods of peak demand, market volatility, systems upgrades/maintenance or other reasons.

<sup>3</sup> Representatives of GWFS Equities, Inc. are not registered investment advisors and cannot offer financial, legal or tax advice. Please consult with your financial planner, attorney and/or tax advisor as needed.

<sup>4</sup> The account owner is responsible for keeping the assigned PIN confidential. Please contact Great-West Financial<sup>®</sup> immediately if you suspect any unauthorized use.

<sup>5</sup> Withdrawals may be subject to ordinary income tax.

<sup>6</sup> You are encouraged to discuss rolling money from one account to another with your financial advisor/planner, considering any potential fees and/or limitation of investment options.

**Core securities, when offered, are offered through GWFS Equities, Inc. and/or other broker dealers.**

GWFS Equities, Inc., Member FINRA/SIPC, is a wholly owned subsidiary of Great-West Life & Annuity Insurance Company.

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