



Questions?

(800) 430-7999

accountservices@myMidAmerica.com

Customer Service Hours

Monday through Thursday,

8:30 am - 8 pm ET

Friday, 8:30 am - 6 pm ET

Address

402 South Kentucky Avenue
Suite 500
Lakeland, FL 33801-5337

We're Happy You're Here

Dear Participant,

Our goal at MidAmerica is to make your life easier by ensuring your benefits plan is administered properly, and that you have the resources you need to take full advantage of it.

Your employer has placed the administration of your benefits in our hands, and this is not a responsibility we take lightly. It's our promise to you that no matter where you're at in life - actively working, nearing retirement or retired - we will dedicate the time and effort to simplify how you access and manage your benefits.

This Welcome Kit was developed to help you get started, but as you dive deeper into your benefits, you may find that you still have questions. Don't worry. We are here to help. If you need additional materials, further explanation or guidance, don't hesitate to contact us at (800) 430-7999 or accountservices@myMidAmerica.com.

Welcome to your new benefits plan. We're happy you're here.

Sincerely,

MidAmerica Administrative & Retirement Solutions

Getting Started

An **introduction** to your plan.



Understanding Your Plan

A 3121 FICA Alternative plan is offered as an alternative to Social Security, and provides retirement and payroll benefits to part-time, seasonal and temporary employees. To learn more about how your 3121 FICA Alternative plan operates, see the attached Plan Highlights.



Accessing Your Account Online

You can log into your account at www.myMidAmerica.com. From the homepage, select **Access Account**. Enter your Social Security Number (SSN) as your Username and the last four digits of your SSN as your Password, then select **Participant Login**. You will then be prompted to update your login credentials. Please note this is the only time you will be required to enter your SSN to access your account.

User Guide: https://www.mymidamerica.com/wp-content/uploads/2018/06/Relius_Guide_EE.pdf



Downloading Forms

Once logged into your account, you are able to access your plan forms by selecting the Forms option from the Forms & Reports dropdown menu. You can submit your form by emailing it to distributions@myMidAmerica.com, or via fax at (863) 688-4200.



About Your Investments

Your money is invested with American United Life Insurance Company® (AUL), a OneAmerica® company. AUL is headquartered in Indianapolis, Indiana, has been in business for over 135 years, has close to \$27 billion of assets under management, and has excellent financial ratings. To learn more about how your funds were invested, please review your Plan Highlights, which has been included in this Welcome Kit.

For Investment Management guidance, visit <http://www.mymidamerica.com/wp-content/uploads/2018/05/Relius-Investment-Management-Guide.pdf>



Pasco County Schools

3121 FICA Alternative Plan

Frequently Asked Questions

What is a 3121 FICA Alternative Plan?

This plan is offered as an alternative to Social Security and provides retirement and payroll benefits to part-time, seasonal and temporary employees.

Who is required to participate in the plan?

If you are a part-time, temporary or seasonal employee not participating in a state retirement plan, you are required to participate in the plan.

What type of plan do I have?

Your plan is a 401(a) FICA Alternative plan.

When do I become eligible to take a distribution?

You are able to request a distribution if:

- You no longer work for your employer
- You went from being a part-time employee to a full-time employee
- You are at least 70 ½ years old

Upon death, a distribution may be issued to the beneficiary or beneficiaries you have on file. If no beneficiary is designated on your account, the distribution will be made payable to your estate.

When will I receive my distribution?

Distributions are issued in the second half of each month. We must obtain authorization from your employer before we pay a distribution. It can take up to 90 days to process your request and issue your distribution.

Are there taxes on distributions?

Federal taxes of 20% are withheld from lump-sum distributions over \$200. There is no penalty for withdrawal regardless of age and taxes are not withheld from rollover distributions.

Are hardship withdrawals allowed on the plan?

Hardship withdrawals are not permitted on the plan.

Are there any fees?

Yes. If you are considered an inactive participant, you will be charged an administrative fee of \$1.00 per month. Inactive participants are those who are no longer employed with the School and who could, at any time, request a distribution of their account balance.

Plan Investments

Your funds are invested in a variable annuity with American United Life Insurance Company® (AUL), a OneAmerica® company. AUL has been in business for over 135 years, and has an A+ rating with A.M. Best. You can learn more about your investment options by reviewing your Fund Mapping sheet, included with your Welcome Kit and available in your online portal through www.myMidAmerica.com. MidAmerica will guarantee a rate of 2.05%, for the life of the contract, for accounts historically earning that rate. For all funds currently earning 1.00%, MidAmerica will guarantee 2.05% through December 31, 2021. Beginning on January 1, 2022, the guaranteed minimum will be 1.50%.

You can manage your plan investments through your online portal by logging in at www.myMidAmerica.com.

Does this plan affect my Social Security benefits?

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2005, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$313.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to Social Security Publication, "Windfall Elimination Provision".

How can I view my account balance and transaction history?

Please log into your secure online account through www.myMidAmerica.com. Your initial username is your Social Security Number (SSN) and your initial password is the last four digits of your Social Security number.

Questions?

If you have questions regarding your plan, please contact MidAmerica Administrative & Retirement Solutions (MidAmerica), the plan administrator, at (800) 430-7999 or email us at accountservices@myMidAmerica.com.

If submitting paper forms, send to:

MidAmerica Administrative & Retirement Solutions
Attn: 3121 Admin
402 South Kentucky Avenue, Suite 500
Lakeland, Florida 33801
Fax: (863) 688-4200
distributions@myMidAmerica.com