



University of Missouri System

Glossary of Terms: Milliman Portal

For a more complete list of plan terms and detailed plan information, refer to the Defined Benefit (DB) Plan or Hybrid Plan Summary Plan Descriptions (SPD) at umurl.us/retplans.

Personal Information

This is your main or permanent address and phone number and/or email address on file. Any changes to your address should be made through MyHR (www.myhr.umsystem.edu).

Dashboard Terms

Change of retirement age (slider bar)

The slider bar allows you to quickly model different commencement ages other than age 65. Using the same calculation as the *Estimated Benefit Check*. If you are an active retirement eligible employee with 25 or more years of service under age 62, you cannot defer past age 62. In this situation, when using the slider bar, the amounts displayed for ages 62-65 will be the same. If you are an active retirement eligible employee with 25 or more years of service over age 62, you will not be eligible to defer payment once you separate employment.

Estimated Benefit Check

This amount on the dashboard models the estimated benefit that you would receive if you elect to commence your benefit at the planned retirement age. Refer to *Change Retirement Age* in this glossary of terms for additional information. If you are:

- An **active retirement eligible employee**, the benefit amount shown is calculated as your monthly benefit amount assuming that you were to terminate employment today and defer payment to the planned retirement age. If you are over age 65, the benefit amount shown is assuming you terminated employment today and commence your benefit immediately.
- An **active vested employee**, the benefit amount shown is calculated as your monthly benefit amount assuming that you were to terminate employment today and defer payment to the planned retirement age.
- An **active non-vested employee**, the benefit amount shown is calculated as your lump sum benefit amount assuming that you were to terminate employment today and defer payment to the planned retirement age.
- A **terminated retirement eligible employee** who did not commence a benefit at the time of your termination. The benefit amount shown is calculated as your monthly benefit amount assuming that you defer payment to the planned retirement age.
- A **terminated vested employee** who has not cashed out your benefit, the benefit amount shown is calculated as your monthly benefit amount assuming that you defer payment to the planned retirement age.
- A **terminated non-vested employee** who has not cashed out your benefit, the benefit amount shown is calculated as your lump sum benefit amount assuming that you defer payment to the planned retirement age.

Refer to the Plan SPD's for more information about your options to defer your benefit at termination or contact the HR Service Center at 573-882-2146 or hrservicecenter@umsystem.edu.

Form of Benefit

Your eligible form of benefit depends on your status as of your termination date.

- If your *Vested Percent* is 100%, the amount shown is the Single Life Annuity monthly benefit amount calculated assuming you terminated on today's date and defer payment until age 65. You will have additional payment options to commence a benefit, but this is the base payment option.
- If your vested percent is 0%, the amount shown is the lump sum you would be eligible for at age 65 as a *Refund of Employee Contributions* including interest, as applicable.

Planned retirement age

This age defaults to age 65 when you log into the Milliman Participant web portal. Refer to *Estimated Benefit Check* for more information about the estimate that is modeled automatically for age 65. If you are over age 65 and actively employee, it will default to your current age. Terminated employees are not eligible to defer commencement of their benefit past age 65.

Refund of Employee Contribution

Terminating employees, who have not achieved 5 years of vesting service (*Vested Percent* is 0%) in the Defined Benefit (DB) Plan or the DB portion of the Hybrid Plan, are entitled to a refund of their contributions made to the *University of Missouri Retirement, Disability and Death Benefit Plan* with interest, if applicable. *Employee Contributions* began 7/1/09. The interest of 4.0% is accrued annually by calendar year. Once vested (*Vested Percent* 100%), *Employee Contributions* are not eligible for refund.

Retirement Eligible

Normal retirement: You're eligible for a normal retirement benefit at age 65 (or at age 62 if you have at least 25 years of service credit) if you're a qualified member*.

Early retirement: You may want to retire before age 65. You're eligible for an early retirement benefit if you're a qualified member* (5 years of service credit) and you're between ages:

- 55 and 60 with at least 10 years of service credit, with at least one year of service credit earned after age 54; or
- 60 and 65.

**You must complete 5 years of service credit to be a qualified member and vested (Vested Percent 100%) in your benefit.*

Start Date

This is the date according to our records that you will attain age 65. The *Estimated Benefit Check* on the portal dashboard assumes you defer commencement of your benefit until this date. If you are actively employed and over age 65, this will be tomorrow's date.

University of Missouri Retirement Disability and Death Benefit Plan

This is the name of the legal plan that governs the Defined Benefit (DB) Plan and the DB portion of the Hybrid Plan. If you are a member of the Hybrid Plan, refer to the Hybrid Plan SPD for more information about how to access the DC portion of the Hybrid Plan. The portal does not take into account any benefits you may have earned through contributions to the University of Missouri's Voluntary Retirement Plans or the DC portion of the Hybrid plan, if applicable.

Vested percent

This will display as either 0% or 100% vested. 100% vested percent indicates that according to University records you are vested in either the DB Plan or the DB portion of the Hybrid Plan as of the current date. Employees earn service credit based on the time spent in a benefit-eligible position; this time must meet certain criteria under the plan. Credit may include or exclude certain types of leave. To be vested at the University of Missouri you must have five years of creditable service. 0% vested percent indicates that according to University records, you are not vested as of the current date. Employees who are not vested at the time they terminate employment with the University are only eligible to receive a *Refund of Employee Contributions*.

Benefit Calculations Terms

Assumed Annual Rate of Pay Adjustment

Enter the percentage (between 0 and 10) that you estimate your annual salary will increase on an annual basis. If you have elected a *Projected Termination Date* in the future and you do not elect an annual increase, your current annual rate will be used to project your benefit for years where no actual salary has been earned yet.

Base Annuity Payment Options

If you are *Retirement Eligible* when you terminate, your base annuity payment options only include your monthly payment options. Refer to *Combination Payment Options* for information about monthly payment options combined with *Lump Sum* payment options.

Benefit Commencement Date

This is the *Projected Benefit Commencement Date* you entered when *Modeling* a calculation estimate.

Calculation Name

You must add a value into this field in order to run a calculation estimate on the portal. This can be the age or date you are *Modeling* or some other identifier that will help you distinguish the estimate you ran if you decide to evaluate, compare or review the estimate later. Calculation estimates you *Model* on the portal will be available for you to review for 90 days.

Combination Payment Options

If you are *Retirement Eligible* when you terminate, you have the option to receive 10%, 20% or 30% of the actuarial present value of your retirement benefit as a *Lump Sum* distribution at retirement. You may receive your *Lump Sum* distribution in the form of a cash distribution or a rollover to an IRA account or to another qualified plan. Note that your monthly retirement benefit payment will be reduced by the same percentage at which you elected a *Lump Sum* distribution.

Compare

You can switch the compare slider from “off” to “on” and then select calculation estimates you have modeled to compare those estimates side by side. You can select up to 3 calculation estimates to compare at one time.

Date of Termination

This is the *Projected Termination Date* you entered when *Modeling* a calculation estimate.

Division of Benefits Order (DBO)

Effective January 1, 2005, Section 530.010.K.22 of the *University of Missouri Retirement, Disability and Death Benefit Plan* permits the division of UM retirement benefits in the event of a divorce. This amendment allows UM to pay a portion of your pension benefit directly to your former spouse at the time you begin receiving payments from UM. Before UM can divide your benefit, a court of competent jurisdiction must issue a Division of Benefits Order (DBO). There are several important details to remember when considering whether or not to use a DBO:

- You must be a Qualified Member (*Vested Percent 100%*) of the Plan at the date of your divorce.
- The only way in which UM is legally authorized to divide your benefit is by using a DBO.
- No payment will be issued to your ex-spouse until you begin receiving retirement benefits from UM (or if eligible, elect the cashout/lump sum/rollover distribution option).
- UM will not release an estimate of your benefits without your signature, except pursuant to a valid subpoena.

Please consult your attorney to decide which method of dividing your benefit is best for you.

Employee ID

The employee ID is an eight-digit number used for identification at the University of Missouri instead of SSN. It can be found on your University pay advice. If you are not a current University employee, the Employee ID can be found on benefit calculations you have received from the University.

Joint Annuitant Name (Joint Beneficiary/Contingent Annuitant)

A joint annuitant is someone who would share in a lifetime benefit, as applicable, based on the payment options you could be eligible for. If you are married, your spouse is your default joint annuitant of record if you have their information in your file. This joint annuitant and their date of birth will be used in your calculation estimate to provide estimated joint annuitant payment option amounts. You can also select "New Beneficiary" in the Joint Beneficiary drop down box when adding a new calculation estimate. You can then enter information to *Model* a calculation estimate with a different joint annuitant. Payment options may vary depending on beneficiary relationship. i.e. -- non spouse joint annuitant would not be eligible for some joint and survivor options. Refer to the Summary Plan Document for more detail.

Lump Sum

When you terminate from the University, you may have varying options to take a lump sum of your retirement benefit. If you will be *Retirement Eligible*, refer to *Combination Payment Options* for more information about your lump sum options.

If you will not be *Retirement Eligible* when you terminate from the University, your lump sum options may depend on multiple factors including your *Vested Percent* and when you elect to commence your benefit. *Non-vested members* will be eligible to take a lump sum *Refund of Employee Contributions* any time after their termination up to age 65. If you are *modeling* a non-vested calculation estimate, you will see a lump sum estimated value as of the lump sum date.

Vested members will be eligible to take a lump sum of their benefit any time after termination up to age 65, **OR** between the ages of 55 and 65, they may instead elect to commence lifetime monthly payments. If you are *modeling* a vested calculation estimate, you will see a lump sum estimated value as of the lump sum date as well as monthly payment options available at the normal retirement date (age 65).

Marital Status

This reflects your marital status in the university system. If this status is not correct you may change it in MyHR or by contacting your campus benefits office.

Model

You may model (or estimate) up to 5 calculations at a time on the portal. If you have modeled 5 calculation estimates and would like to run a new calculation, you must delete one of the current estimates by clicking the circle with the X to the right of the estimate listed that you wish to delete. Calculation estimates you model on the portal will be available for you to review for 90 days.

Most Recent Hire Date

This is your most recent hire date. For an employee who has a break in service, this date may be different from the original hire date.

Projected Termination Date

This is the date after your projected last day of service with the University of Missouri.

Projected Benefit Commencement Date

This is the date you want your benefit to begin. This could be the same date as your *Projected Termination Date* OR a future date you want benefits to begin if you wish to defer your benefit. This can be any date after your *Projected Termination Date* and up to your 65th birthday. If you are currently an active employee who is over age 65, you will also enter the same date as your *Projected Termination Date*.

Service Credit

The period of employment taken into account in the determination of Retirement Benefits.