

MARTIN COUNTY SCHOOL BOARD

REQUEST FOR REIMBURSEMENT OF WITHDRAWAL PENALTY FROM THE 401 (A) PROGRAM

Policy

All employees participating in the Bencor "Special Pay" 401A plan who are under fifty-five (55) years of age at the time of termination of employment and choose, at the time of termination, to take a cash distribution in the amount of 100% of their respective balance from the Board-approved 401(a) Qualified Retirement Plan and are assessed a withdrawal penalty, shall be reimbursed a percentage of the withdrawal by the Board. This reimbursement is an amount equal to the difference between the current withdrawal penalty and the current Social Security and Medicare combined tax contribution rate. If the withdrawal penalty and/or Social Security and Medicare tax rates change, the amount of reimbursement from the Board shall change accordingly.

**Please complete the information below and submit to the Payroll
Department of Martin County School Board.**

I, _____, a retired employee of Martin County School Board as of _____, hereby certify that I am under the age of 55 at the time of retirement and have elected to receive a total disbursement of my account at the time of my retirement. I am, hereby, requesting that I be reimbursed for a portion of this penalty as it is in accordance to the established school board policy. I further understand that I will be responsible for reporting the 10% penalty to IRS (when filing my tax form 1040) and that the amount reimbursed by the school board will not be more than the amount equal to the difference between the current withdrawal penalty and the current Social Security and Medicare combined tax contribution. I further understand that I am not entitled to this reimbursement until after I have received my total distribution from BENCOR. I am also responsible for sending the Martin County School Board Payroll Department a copy of the check stub from BENCOR attached to this request before the reimbursement will be made.

Signature of Employee

Date

Social Security Number

Street Address

City

State Zip Code

Attached is a copy of my check stub from BENCOR where I received a 100% cash distribution of my account.

*****PAYROLL USE ONLY*****

SEE ATTACHED REIMBURSEMENT CALCULATION SPREADSHEET

CALCULATION FOR "MAKE WHOLE" REIMBURSEMENT

Employee Name	Employee ID	Department	Salary
John Doe	101	Engineering	120000
Jane Smith	102	Marketing	90000
Michael Johnson	103	Sales	75000
Sarah Williams	104	Finance	85000
David Brown	105	Operations	60000
Emily Davis	106	Human Resources	70000
James Wilson	107	Engineering	110000
Alice Miller	108	Marketing	80000
Robert Taylor	109	Sales	65000
Olivia Anderson	110	Finance	95000
William Moore	111	Operations	55000
Isabella Clark	112	Human Resources	68000
Benjamin White	113	Engineering	105000
Mia Green	114	Marketing	78000
Ethan Black	115	Sales	72000
Ava Gray	116	Finance	88000
Noah Blue	117	Operations	62000
Sophia Red	118	Human Resources	74000
Liam Purple	119	Engineering	115000
Charlotte Yellow	120	Marketing	82000

Employee ID Number

TOTAL CASH DISTRIBUTION:

EARLY WITHDRAWAL PENALTY PERCENTAGE:

10%

AMOUNT OF EARLY WITHDRAWAL:

0.00

TOTAL CASH DISTRIBUTION:

SOCIAL SECURITY & MEDICARE TAX PERCENTAGES:

7.65%

AMOUNT OF TAX SAVINGS:

0.00

MAKE WHOLE REIMBURSEMENT:

A. AMOUNT OF EARLY WITHDRAWAL PENALTY:

0.00

B AMOUNT OF SOCIAL SECURITY/MEDICARE TAX SAVINGS:

0.00

C	AMOUNT TO BE REIMBURSED TO EMPLOYEE: (LINE A-LINE B)
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0.00

Account Strip