



TOGETHER
WE ARE
STRONGER™



FEATURES AND BENEFITS OF THE
OKLAHOMA MUNICIPAL RETIREMENT FUND

EXCLUSIVELY COMMITTED TO SERVICE OKLAHOMA'S LOCAL GOVERNMENT RETIREMENT PLANS

Saving for retirement is one of the biggest challenges your employees will face during their working years. A savings opportunity provided through the Oklahoma Municipal Retirement Fund (OkMRF) can help them meet that challenge by setting the course for a more secure future in retirement.



About OkMRF

Created in 1966 to serve Oklahoma's cities, towns and municipal agencies, OkMRF is a cooperative program owned by its Members that offers a selection of customizable, cost-effective retirement programs. Because we serve the governmental community exclusively, the dedicated staff and consultants of OkMRF can provide an unparalleled level of expertise and specialization.

Today, more than 240 municipalities representing over 15,000 employees and retirees are Members of OkMRF.

- We're Member-owned and operated, with plans and services developed by our Members through their representatives on the OkMRF Board of Trustees
- Because we specialize, we have a deep understanding of the needs, objectives, and plan requirements of the government sector
- Shared administrative costs enable municipalities to provide plans which might not otherwise be affordable
- As a non-profit, municipal trust, OkMRF does not participate in revenue sharing nor pay any sales commissions to employees or consultants
- Our coalition of municipalities and municipal owned agencies enables us to provide a full range of programs and services, all administered here in Oklahoma



FEATURES TO ASSIST YOUR EMPLOYEES PLAN & SAVE FOR THE FUTURE

Robust support for monitoring and managing savings

- State-of-the-art plan website, Voya Retire mobile app and Information Line
- Low non-profit structure with no broker/dealer or add-on fees
- Customized Defined Benefit (DB) alternatives
- Various Defined Contribution (DC) investment options
- Planning tools and resources with access to professional investment advisory services*

Superior customer services

- Dedicated staff to help enroll, educate and support
- Plan document preparation including all resolutions, ordinances and joining documents for your governing body's approval
- English and Spanish speaking customer service representatives
- Electronic statements and confirmations
- ACH direct deposit on withdrawals
- Online address changes

Recordkeeping – OkMRF DC Program

- Account information updated daily
- Capability to make transactions daily
- Account access online at okmrforg.voya.com or by calling **(844) GO-OKMRF** (466-5673)

Accounting – OkMRF DB Program

- Annual employee statements
- Funding and GASB compliant actuarial studies
- Customized projections online at okmrf.org or by calling **(888) FYI-OMRF** (394-6673)



* Advisory Services provided by Voya Retirement Advisors, LLC (VRA). VRA is a Member of the Voya Financial (Voya®) family of companies. For more information, please read the Voya Retirement Advisors Disclosure Statement, Advisory Services Agreement and your plan's Fact Sheet. These documents may be viewed online by accessing the advisory services link(s) through your plan's website at okmrforg.voya.com. You may also request these from a VRA Investment Advisor Representative by calling your Plan's Information Line at (844) GO-OKMRF (466-5673). Financial Engines Advisors L.L.C. (FEA/Financial Engines) acts as a sub advisor for Voya Retirement Advisors, LLC. Financial Engines Advisors L.L.C. (FEA) is a federally registered investment advisor and wholly owned subsidiary of Edelman Financial Engines, LLC. Neither VRA nor FEA provides tax or legal advice. If you need tax advice, consult your accountant or if you need legal advice consult your lawyer. Future results are not guaranteed by VRA, FEA or any other party and past performance is no guarantee of future results. Financial Engines® is a registered trademark of Edelman Financial Engines, LLC. All other marks are the exclusive property of their respective owners. FEA and Edelman Financial Engines, L.L.C. are not Members of the Voya® family of companies. ©2022 Edelman Financial Engines, LLC. Used with permission.



DELIVERING EXCELLENCE FOR MORE THAN 55 YEARS

OkMRF offers three major retirement savings opportunities that can be tailored to your employer needs. These programs include:

- ✓ OkMRF Defined Contribution Program
- ✓ OkMRF Defined Benefit Program
- ✓ OkMRF Customized Manager Option Program

The features of these programs differ in a number of ways, but all of them offer:

Exceptional plan services

- Expert assistance to help you determine the right plan offering
- Guidance for efficient administration and plan transactions
- Convenient, ongoing access to information and plan support
- Continual updates on program alternatives
- Reliable actuarial and recordkeeping services
- IRS compliance to maintain qualified plan status
- Independent audited financial statements
- Recognition of service credit in other OkMRF plans

Prudent, diversified investing

- Each municipality's plan is funded separately
- The OkMRF Board of Trustees retains professional investment managers to invest the funds
- DB assets are pooled and invested for conservative long-term growth using complimentary asset classes with various risk levels
- DC assets are Participant directed
- An independent investment consultant evaluates each investment manager in accordance with policies and guidelines established by the OkMRF Board of Trustees

Fiduciary responsibilities

The OkMRF Board of Trustees are responsible for the overall implementation and success of the retirement programs, assisted by the OkMRF staff and a team of professional advisors. OkMRF assumes the fiduciary duties so your Council or Board doesn't have to. Some of the specific fiduciary duties are:

- Amend the plan upon Member request or as needed to maintain its qualified status
- Adopt an investment policy, the governing document from which the retirement plan's objectives and investment menu are developed and measured
- Conduct investment manager searches, due diligence, selection, hiring and, if necessary, termination
- Monitor the performance of managers compared with their peer groups and benchmarks
- Monitor managers and consultants to ensure fees and expenses being charged are reasonable for services provided
- Obtain training and education on new laws, regulations, industry trends and best practices
- Comply with the Oklahoma Open Meetings and Records Act
- Secure fiduciary liability coverage to protect the trust



Ongoing Participant education

A key ingredient to a successful retirement plan is education. OkMRF dedicates staff members who periodically meet with your management team and Participant to review the plan administration, provide retirement planning tools, and investment education.

Low program costs

OkMRF can keep costs low because they are shared among all the Members. Administrative costs, investment expenses, and consultant fees are shared pro rata based on plan assets and result in only minimal expenses to individual plans. The low fee you pay is all-inclusive – there are no additional fees for preparing plan documents or for meeting with an OkMRF representative to review your retirement program. Our primary commitment is to provide you with a premier retirement program at an affordable cost.

THE OkMRF DEFINED CONTRIBUTION (DC) PROGRAM

The OkMRF DC Program helps Participants accumulate a portable account balance in their name. The Participants bear the risk/reward of choosing where their funds are invested by selecting from the diversified investment options offered by OkMRF. Gains and losses are credited directly to each Participant's account and the vested portion of this account is paid to the Participant upon retirement, termination, or disability. Or, the account is paid to a beneficiary upon the Participant's death. The benefit they receive is based on the accumulation of employee and employer contributions, interest earnings/losses, and forfeitures, if applicable. Eligibility to participate is determined by the employer, with many alternatives available within the DC Program structure.

Choose from a variety of options to customize your plan design

The OkMRF DC Program is funded by employee and employer contributions. In designing the plan, an employer may select from the following list of contribution options:

- Mandatory pre-tax employee contributions
- Voluntary after-tax employee contributions
- Fixed rate employer contributions which are stated upfront by the employer
- Variable rate employer contributions which are determined each year during your budget process
- Matching employer contributions which are based on voluntary employee contributions
- Recognition of service credit in other OkMRF plans

Vesting

Vesting is defined as how much of the employer contributions the Participant owns. The Participant always owns 100% of their own contributions, but may become vested in the employer portion based on length of service, death, disability or turning age 65. Vesting may begin immediately or after several years of service. Vesting schedules are customizable and typically do not exceed 10 years of service.

Forfeitures

Upon termination of a Participant's employment, the portion of employer contributions which is non-vested is "forfeited" and credited to the accounts of active Participants or used to reduce future employer contributions.

Loans

If offered, loans must follow IRS and plan rules and can be requested online or by phone. Loan proceeds can be direct deposited to the Participant's checking account.

Withdrawals

Upon termination, withdrawals can be requested online or by phone and can be direct deposited to the Participant's checking account. Participants can choose to cash in, rollover, or annuitize the balance. Remember, an individual can always leave funds invested in the OkMRF DC Program. This could be appealing due to low fee structure, diversified investments, and fiduciary oversight.

Investments

Participants may select a combination of investments that best meet individual objectives. The OkMRF Board of Trustees simplify this process and offer the following investment options:

- Guaranteed fixed interest option that never pays less than a floor rate of interest. The Voya Fixed Account is available through an annuity contract issued by Voya Retirement Insurance and Annuity Company (“VRIAC”). The Voya Fixed Account is an obligation of VRIAC’s general account which supports all of the company’s insurance and annuity commitments. The interest rate guarantees under the contract are subject to VRIAC’s claims-paying ability.
- White-labeled funds with complimentary underlying investment manager styles to help streamline Participant decision making
- Stock and bond index funds that provide broad market exposure for low investment management fees
- Target retirement portfolios that provide broad diversification and professional asset allocation based on a Participant’s year of birth to simplify choices
- Environmental, social and governance (ESG) investments that adhere to social, moral, or environmental criteria with certain sectors and asset classes
- Real asset investments that invest in tangible assets such as gold, land, equipment and commodities that will increase in value over time and help hedge against the negative effects of inflation
- Self-Directed Brokerage Account (SDBA) that provides access to investments not available in the OkMRF’s core lineup of investment options*
- Automatic account rebalancing that is offered on a quarterly, semiannual, or annual basis

Planning Tools

OkMRF DC Program Participants have access to myOrangeMoney®, a financial wellness dashboard, free online educational materials, and professional investment advisory services.

Adjustment and revaluation

Participant accounts are updated each day. Participants can view their information online at okmrforg.voya.com or on the Voya Retire mobile app. They can also call the Information Line at **(844) GO-OKMRF** (466-5673) for 24/7 automated service or to speak with a Customer Service Associate weekdays between 7a.m. – 7p.m. CT (excluding stock market holidays).

Statements

Printed statements are mailed annually to your employee’s address of record. Participants can view quarterly statements or generate a statement for any given time-period online or call the Information Line for reproduction.

Personal data changes

Your Participants have the ability to change beneficiary elections and addresses online or by phone.



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THE OKMRF DEFINED BENEFIT (DB) PROGRAM

The OkMRF DB Program offers your employees a guaranteed monthly retirement income for life. To evaluate whether the OkMRF DB Program is right for your municipality, simply provide your employee census data. Then, request a study to determine the costs of providing these benefits. This study is provided to potential Members at no cost. Upon joining OkMRF, the funding costs will be automatically re-evaluated each year and you'll be notified of any contribution rate changes. Any specialized studies will be charged directly to the requesting Member. Also, for all DB Members, OkMRF provides individual Participant statements and GASB studies.

DB Program highlights

Benefits are based on the employee's length of service and their compensation prior to retirement. Normal retirement occurs after vesting at age 65, 62 with 30 or 25 years of service, Rule of 80, or as otherwise stated in the plan document.

Vesting for benefits occurs when employees have completed a required number of years of continuous service of 5, 7, or 10 years.

Lifetime monthly payments are guaranteed, with 60 or 120 payments at a minimum.

Contribution refund is the sum of an employee's contributions and interest. This is the minimum amount payable to an employee or beneficiary after termination of service, retirement, disability, or death.

Deferred retirement benefits are payable at age 65 in the event of termination of employment prior to age 55. Payments on a reduced basis may begin as early as age 55.

Joint and survivor benefits are available when an employee is retiring at age 55 or older. These alternatives reduce the retiree's monthly income yet provide benefits that continue for the lifetime of the retiree and their spouse.

Disability retirement benefits are payable for as long as the employee remains totally disabled.

Beneficiaries receive benefits in the event of an active employee's death before retirement or if a retiree has not yet been paid in full.

DB Program contributions and benefits

Employer contributions are determined each year through an independent actuarial review. The employer is obligated to fund the plan based on those results, net of the employee contributions. The study determines the contribution rate needed to provide specified plan benefits using demographic factors such as the age, service duration, and pay of Participants who are covered under the plan.

Employee contributions are determined by the employer subject to maximum employee contributions in the applicable benefit levels offered. Once employee contributions are adopted, they are designated in the plan and eligible employees must contribute through payroll deductions.

Benefits offered upon retirement to vested employees are based on a formula that multiplies a percentage of their salary by the employee's years of service. The multiplier is determined by the plan level selected by the employer.

Each plan level features a maximum employee contribution rate and benefit formula. The maximum employee contribution rate is shown as a percentage of annual compensation. The benefit formula equals a percentage of average compensation multiplied by credited service years. Average compensation is calculated from the five highest consecutive years out of the last 10 years of service. Credited service years are the years of covered employment and can be limited in the plan at the time of adoption.

Plan Level	Maximum Employee Contribution Rate	Benefit Formula by Plan Level
Plan AAA	6.00%	3.000% of average compensation x credited service years
Plan AA	5.25%	2.625% of average compensation x credited service years
Plan BB	4.50%	2.250% of average compensation x credited service years
Plan CC	3.75%	1.875% of average compensation x credited service years
Plan A	3.00%	1.500% of average compensation x credited service years
Plan B	2.25%	1.125% of average compensation x credited service years
Plan C	1.50%	0.750% of average compensation x credited service years

DB Program participation

Participation is optional to all current employees when a municipality first establishes the OkMRF DB Program. The decision however to not participate, upon adoption, is irrevocable. After implementation, participation is mandatory and no longer optional for all eligible employee classes as defined in the plan document. Police and fire employees are excluded if covered under their own state-wide programs.

DB Program options and customized designs

Choose from a variety of options to customize your DB plan design. Many options are available within the OkMRF DB Program to help you tailor a retirement program to fit your specific needs, including the following alternatives:

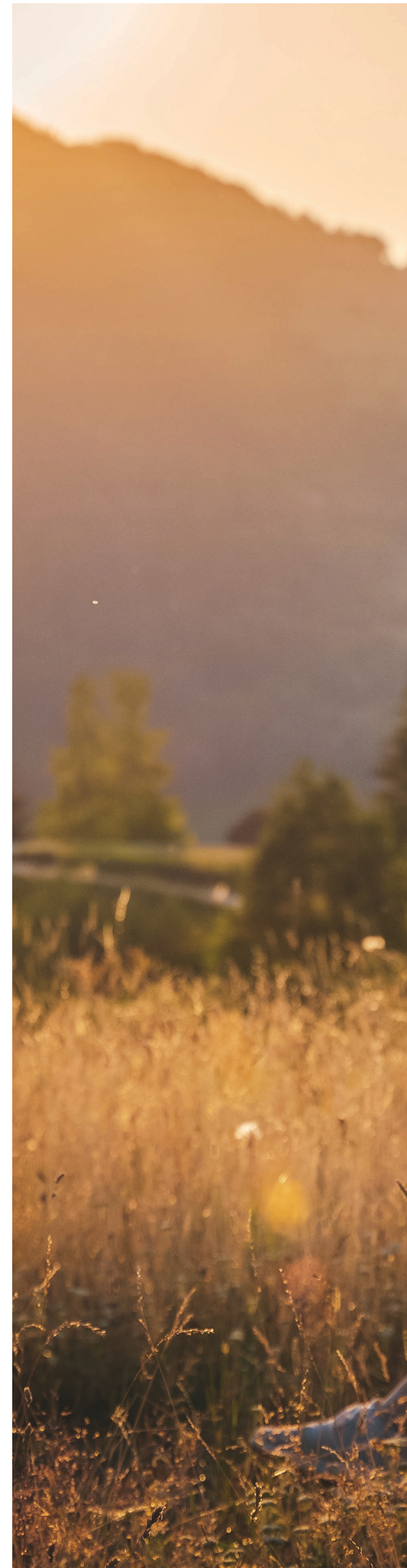
- **Cost of living** adjusts monthly pensions on July 1st, with the change being the lessor of CPI or a maximum of plus or minus 3% adjusted up or down, based on the CPI change in the previous year.
- **Government pick-up** allows employers to create a mandatory, tax-deferred employee contribution to help the employer offset plan costs. This alternative helps lower an employee's taxes today.
- **Vesting schedule** determines when an employee is entitled to a life-time benefit. OkMRF offers cliff vesting for a five-year, seven-year, and ten-year schedule. Cliff vesting requires the employee to complete the total designated years of service to become vested.
- **Length of benefit payment** is for the retiree's lifetime. Benefits will be paid to each retiree for life with a minimum of 60 or 120 months, as designated by the employer.
- **Plan level** determines the amount of benefits payable to the retiree based on a formula as defined in the above table. Various levels are available to allow the employer to develop an affordable program.
- **Unreduced early retirement benefits** can be offered in one of three ways:
 1. When completed age and length of service total 80 points
 2. At age 62 with 30 or 25 years of service
 3. As otherwise stated in the plan document
- **Participant statements** are provided annually for employee distribution along with the actuarial evaluation.
- **Hybrid feature** provides increased benefits by paying the retiree their contributions, adjusted with real investment gains/losses, in addition to the formula-based pension.

THE OkMRF CUSTOMIZED MANAGER OPTION (CMO) PROGRAM

The OkMRF CMO Program is a variation of the DC style plan and was created by OkMRF to accommodate City Managers, Town Administrators, Department Heads, and CEOs. Today more than 140 Members across the state utilize the CMO Program. It is viewed as a good recruiting tool with portability.

Features of the OkMRF CMO Program

- Qualified plan status offering tax privileges prior to retirement
- Employer contributions may fluctuate from year-to-year without plan amendment
- Employer contributions are not subject to FICA/Medicare taxes
- Tax-deferred employee contributions if rate is specifically stated in plan
- Loan feature available
- 100% immediate vesting of all contributions unless otherwise stated
- Rollovers accepted from any qualified plan
- Fund distributions may be rolled into traditional IRAs or qualified plans (excludes Roth plans)
- Multiple investment options including Self-Directed Brokerage
- Ability to generate Participant statements for any period
- Capability to transact daily
- Financial planning tools
- Internet, mobile app, and toll-free phone access to daily updated account information





WORKING TOGETHER FOR OKLAHOMA'S LOCAL GOVERNMENT EMPLOYERS AND EMPLOYEES

WANT MORE INFORMATION ABOUT THE OkMRF RETIREMENT PROGRAMS?

Call Chris Whatley or Jodi Cox at **(888) 394-6673 ext. 103 or 102**, respectively, or visit our website at **okmrf.org**. We'll be happy to set up an appointment with you to answer all your questions.

Welcome to the Oklahoma Municipal Retirement Fund.
TOGETHER WE ARE STRONGER.™

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