

Massachusetts Deferred Compensation Plan
Information relative to the Healthcare Contribution Legislation and the
Voluntary Layoff Incentive

Can I defer my sick and vacation pay into the Deferred Compensation Plan?

A Participant who severs from employment due to retirement may elect to defer accumulated sick pay. Only a person who is retiring can defer accumulated sick pay. In addition, a retiring participant may also defer accumulated vacation pay and/or back pay. Deferral of both sick and vacation and or back pay are permitted providing the following conditions are met:

- 1. Sick and vacation Deferrals may be deferred for any calendar month only if the amount would have been available for use or would have been paid to the employee if employment had not terminated.*
- 2. Is paid within two and a half (2½) months following a Severance from Employment.*
- 3. An agreement providing for the deferral is entered into before the beginning of the month in which the amounts would otherwise be paid or made available.*

** Please note that a participant can not exceed the annual contribution limits set by the IRS.*

Can I put the Voluntary Layoff Incentive severance money in my deferred compensation account?

No. The voluntary layoff payment cannot be contributed to your deferred compensation account

If you have any further questions please call the
SMART Plan Service Center at **(877) 457 1900**, option 2