

Unforeseeable Emergency Withdrawal Request

For 457 Supplemental Retirement Program

Frequently Asked Questions

What is an unforeseeable emergency withdrawal?

An unforeseeable emergency withdrawal is a distribution available to you while you are an active employee of the employer sponsoring your MERS 457 account. The IRS definition of an unforeseeable emergency is a severe financial hardship resulting from an illness, accident, loss of property due to casualty, or other similar loss beyond the control of the participant, or related to their spouse, dependent or primary beneficiary. The circumstances eligible for this type of distribution are outlined in Section 6.

What is the difference between a loan and an unforeseeable emergency withdrawal?

There are two differences between taking out a loan and requesting an unforeseeable emergency withdrawal.

1. Unlike a loan, this type of distribution is not repaid.
2. Taking out a loan from your account gives you access to your fund, regardless of the reason.

Should I use my insurance first?

Yes. It is important that you are able to show that insurance coverage is not available or is insufficient to cover the stated emergency.

Other sources of assistance you should consider:

- A loan from a financial institution
- A loan from other retirement accounts
- Converted assets into cash. For example: selling bonds

Must I have my spouse's consent to obtain an unforeseeable emergency withdrawal?

No.

Does the severe financial hardship have to be directly caused by the stated emergency?

Yes, the financial hardship must be the result of the circumstances indicated in Section 6 of the form.

What are the minimum and maximum amounts that I can withdraw?

Your withdrawal amount will be based on the portion of your account needed to cover the stated emergency situation up to the balance eligible for withdrawal. Log in to your myMERS account to check available balance.

If your account includes Roth contributions, only "qualified distributions" can be withdrawn. To be a qualified distribution, your Roth contributions must have been on deposit with the Plan for at least 5 years, and you must be at least age 59½ or disabled as defined by the IRS.

Will I be charged fees along with my withdrawal?

There are no fees charged for an unforeseeable emergency withdrawal.

How long does it take to review the request?

Please allow 10 business days for processing. Delivery of paper check may take more time.

How is the withdrawal treated for tax purposes?

MERS will withhold Federal Income Tax at 10%, and current Michigan income state tax (unless you specify otherwise in Sections 4 and 5 of the form).

How does an unforeseeable emergency withdrawal affect the investments in my account?

The investment allocation of your account will not change. The funds available to invest within the investment allocation will be reduced proportionately by the amount of the approved withdrawal.

How long after I receive my withdrawal can I begin making contributions again?

Contributions may continue into your 457 account as you are able. Any changes to your voluntary election should be communicated to your Human Resources department as soon as possible.



Municipal Employees' Retirement System of Michigan
800.767.6377
www.mersofmich.com

457 Unforeseeable Emergency Withdrawal Request Form

Please print clearly • Retain a copy for your records

1. Information about you

Last name*	First name*	Social Security number*	Phone number (with area code)*
Mailing address*			
City*		State*	Zip code*
Email address		Citizenship* <input type="checkbox"/> U.S. Citizen <input type="checkbox"/> U.S. Resident <input type="checkbox"/> Non-resident alien (submit IRS Form W-8BEN)	
Marital status* <input type="checkbox"/> Single <input type="checkbox"/> Married	Have you been divorced at any time following your date of employment with this employer?*		
	<input type="checkbox"/> No <input type="checkbox"/> Yes – If yes, you must submit a copy of your Judgment of Divorce to MERS before your distribution can be processed.		
	Ex-spouse(s) name(s):		
Employer name*		Division number (6 digits)	

See **Medallion Signature Guarantee** information in Section 7 if your address is outside the U.S.

2. Unforeseeable emergency withdrawal amount

Please indicate the requested amount. Any tax withholding will be deducted from your requested amount. Upon receipt and approval of this form for a specific emergency, the withdrawal will be prorated across all investment options (if applicable, dollars will be withdrawn from non-Roth funds before Roth funds).

Emergency withdrawal requested: \$ _____
(before taxes are withheld as per Sections 4 and 5)

Additional amount requested to cover taxes and penalties: \$ _____

Total amount (sum of amounts above): \$ _____

Please note: An update to your address or bank account (ACH) information will delay your payment for an additional 14 days. To update your address of record go to myMERS at www.mersofmich.com. A payment directly to your bank account requires the Medallion Signature Guarantee in Section 10; please allow for additional processing time.

3. Payment options

☐ **Direct deposit** of your distribution into your designated bank account

See **Medallion Signature Guarantee** information in Section 7)

☐ Checking account ☐ Savings account

Financial Institution name		Phone number
ABA routing number (9 digit)	Account number	

☐ **Distribution check** made payable to you will be mailed to your address on file

Note: Checks and deposits are issued from *Alerus Financial*.

* Required field

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Last name* (please print clearly)

Social Security number*

4. Federal income tax withholding (instructions pages 5-6)

1. Your withholding rate is determined by the type of payment you will receive. For nonperiodic payments, the default withholding rate is 10%. You can choose to have a different rate by entering a rate between 0% and 100% on line 2. Generally, you can't choose less than 10% for payments to be delivered outside the United States and its possessions.
2. Complete this line if you would like a rate of withholding that is different from the default withholding rate. See the instructions following and the Marginal Rate Tables on pages 5-6 for additional information. Enter the rate as a whole number (no decimals).....▶ _____ %

5. State income tax withholding

MERS will withhold the mandatory Michigan income tax rate from your distribution unless you provide specific direction using the [MI-W4P](#). If your state of residence is not Michigan, the state income tax required by law will apply.

6. Reason for emergency withdrawal

Emergency withdrawals from a 457 program are permitted only when you or your primary beneficiary have a severe financial emergency, as defined by the Internal Revenue Code and regulations for one of the following reasons noted below.

- Foreclosure/Eviction
- Funeral Expenses
- Unreimbursed Medical Bills
- Damage to property due to accident or natural disaster (beyond insurance reimbursement)
- Other (Generally, a similar extraordinary circumstance resulting from events beyond control.)

To complete this form, you must check each box below to acknowledge you understand the requirements associated with this request.

Note: If MERS has actual knowledge that any of these certifications are not correct, your request may be denied or you may be required to provide additional documentation to support your request.

- ☐ I certify that the unforeseeable emergency I am requesting distribution for meets one of the above reasons.
- ☐ I certify the emergency cannot be relieved by reimbursement or compensation by insurance, liquidation of assets (if the liquidation itself would not cause a severe financial hardship), or other means.
- ☐ I certify the emergency cannot be alleviated by canceling my contributions to the plan (except where canceling contributions would result in the loss of employer matching contributions).
- ☐ I certify the amount requested does not exceed the amount required to satisfy the emergency plus taxes as indicated in Section 2.
- ☐ This request is being made pursuant to the [457 Plan Document](#) and the instructions and information contained herein;
- ☐ I understand any false or misleading information submitted on this form or any attached form may subject me to personal liability, and MERS may exercise its rights against me if damaged by false or misleading information submitted by me;
- ☐ I am not a party to a divorce proceeding and am not subject to an injunction/order which prevents me from transferring or disposing of property, including funds in a 457(b);
- ☐ I am liable for any income tax and/or penalties assessed by the Internal Revenue Service and/or state tax authorities for the request I have made;
- ☐ I may be required to provide additional documentation to MERS in support of this request, which might result in the delay or denial of the request.

* Required field

457 Unforeseeable Emergency Withdrawal Request Form

7. Medallion Signature Guarantee

 **Medallion Signature Guarantee** is required for any transaction:

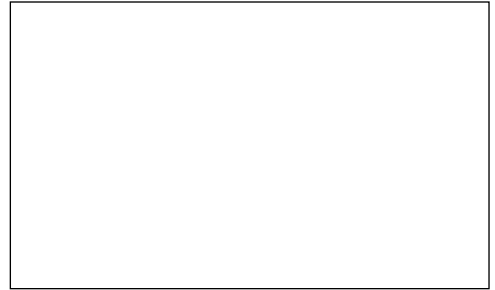
- requiring a **direct deposit** or wire transfer
- over \$100,000
- being sent to a destination outside the U.S.
- being sent to an address other than the address of record on the account.

A signature guarantee is designed to protect you and MERS from fraud. You can get it from most banks, credit unions, and other financial institutions where you have an account. **A notary seal is NOT a signature guarantee.** Please contact your financial institution for specific requirements.

Use the box to the right to apply your financial institution's Medallion Signature Guarantee stamp. **Please submit original form.**


Do NOT sign the signature space below until directed to by your financial institution.

MEDALLION SIGNATURE GUARANTEE STAMP



8. Required signature

By signing below, I certify that I have read and understand the requirements provided on this *457 Unforeseeable Emergency Withdrawal Request Form* and the information provided on this form is accurate and complete.

	Participant signature*	Date (mm/dd/yyyy)*
	Participant name* (please print clearly)	Social Security number*

* Required field

Submitting this form:

You can submit this form online! 

If you have a myMERS account and do not need to submit a Medallion Signature, you can upload this form online. Select your product, click on **View Plan Summary**, and look for **File Upload** in the top navigation to securely submit completed forms.

You can also submit this completed form to MERS' recordkeeper at:

Alerus Retirement and Benefits

P.O. Box 64535

St. Paul, MN 55164

Questions? Please contact the MERS Service Center at 800.767.6377.

General Instructions for Federal Tax Withholding

This section replicates information on IRS Form W-4R and is required by the IRS to be included in its entirety as part of this form. For additional information, go to www.irs.gov/FORMW4R.

Purpose of this section is to have payers withhold the correct amount of federal income tax from your nonperiodic payment or eligible rollover distribution from your account. See the following pages for the rules and options that are available for each type of payment. For more information on withholding, see IRS Pub. 505, *Tax Withholding and Estimated Tax*.

Caution: If you have too little tax withheld, you will generally owe tax when you file your tax return and may owe a penalty unless you make timely payments of estimated tax. If too much tax is withheld, you will generally be due a refund when you file your tax return. Your withholding choice (or an election not to have withholding on a nonperiodic payment) will generally apply to any future payment from the same plan or IRA. Submit a new IRS Form W-4R if you want to change your election.

Nonperiodic payments—10% withholding. MERS must withhold at a default 10% rate from the taxable amount of nonperiodic payments unless you enter a different rate on line 2. Distributions from an IRA that are payable on demand are treated as nonperiodic payments. Note that the default rate of withholding may not be appropriate for your tax situation. You may choose to have no federal income tax withheld by entering “-0-” on line 2. See the specific instructions below for more information. Generally, you are not permitted to elect to have federal income tax withheld at a rate of less than 10% (including “-0-”) on any payments to be delivered outside the United States and its territories.

Note: If you don’t complete this section, you don’t provide a Social Security Number, or the IRS notifies MERS that you gave an incorrect SSN, then the payer must withhold 10% of the payment for federal income tax and can’t honor requests to have a lower (or no) amount withheld. Generally, for payments that began before 2024, your current withholding election (or your default rate) remains in effect unless you submit updated information to MERS.

Eligible rollover distributions—20% withholding. Distributions you receive from qualified retirement plans (for example, MERS Defined Benefit, MERS Defined Contribution, MERS 457, or MERS IRA) or tax-sheltered annuities that are eligible to be rolled over to an IRA or qualified plan are subject to a 20% default rate of withholding on the taxable amount of the distribution. You can’t choose withholding at a rate of less than 20% (including “-0-”). Note that the default rate of withholding may be too low for your tax situation. You may choose to enter a rate higher than 20% on line 2 of the federal tax section.

Note that the following payments are **not** eligible rollover distributions for purposes of these withholding rules: a) Qualifying “hardship” distributions; b) Distributions required by federal law, such as required minimum distributions; c) Eligible distributions to a domestic abuse victim; d) Qualified disaster recovery distributions; e) Qualified birth or adoption distributions; and f) Emergency personal expense distributions. See *IRS Pub. 505* for details. See also Nonperiodic payments—10% withholding above.

Payments to nonresident aliens and foreign estates. Do not use this section form. See *IRS Pub. 515, Withholding of Tax on Nonresident Aliens and Foreign Entities*, and *IRS Pub. 519, U.S. Tax Guide for Aliens*, for more information.

Tax relief for victims of terrorist attacks. If your disability payments for injuries incurred as a direct result of a terrorist attack are not taxable, enter “-0-” on line 2 of the federal tax section. See *IRS Pub. 3920, Tax Relief for Victims of Terrorist Attacks*, for more details.

2025 Marginal Rate Tables for determining federal tax withholding

You may use these tables to help you select the appropriate withholding rate for this payment or distribution. Add your income from all sources and use the column that matches your filing status to find the corresponding rate of withholding. See following pages for more information on how to use this table.

Single or Married filing separately		Married filing jointly or Qualifying surviving spouse		Head of household	
Total income over—	Tax rate for every dollar more	Total income over—	Tax rate for every dollar more	Total income over—	Tax rate for every dollar more
\$0	0%	\$0	0%	\$0	0%
15,000	10%	30,000	10%	22,500	10%
26,925	12%	53,850	12%	39,500	12%
63,475	22%	126,950	22%	87,350	22%
118,350	24%	236,700	24%	125,850	24%
212,300	32%	424,600	32%	219,800	32%
265,525	35%	531,050	35%	273,000	35%
641,350*	37%	781,600	37%	648,850	37%

* If married filing separately, use \$390,800 instead for this 37% rate.

Specific Instructions for Federal Tax Withholding

More withholding. If you want more than the default rate withheld from your payment, you may enter a higher rate on line 2 of the federal tax section.

Less withholding (nonperiodic payments only). If permitted, you may enter a lower rate on line 2 (including “-0-”) if you want less than the 10% default rate withheld from your payment. If you have already paid, or plan to pay, your tax on this payment through other withholding or estimated tax payments, you may want to enter “-0-”.

Suggestion for determining withholding. Consider using the [Marginal Rate Tables](#) above to help you select the appropriate withholding rate for this payment or distribution. The tables are most accurate if the appropriate amount of tax on all other sources of income, deductions, and credits has been paid through other withholding or estimated tax payments. If the appropriate amount of tax on those sources of income has not been paid through other withholding or estimated tax payments, you can pay that tax through withholding on this payment by entering a rate that is greater than the rate in the [Marginal Rate Tables](#).

The marginal tax rate is the rate of tax on each additional dollar of income you receive above a particular amount of income. You can use the table for your filing status as a guide to find a rate of withholding for amounts above the total income level in the table.

To determine the appropriate rate of withholding from the table, do the following. Step 1: Find the rate that corresponds with your total income not including the payment. Step 2: Add your total income and the taxable amount of the payment and find the corresponding rate.

If these two rates are the same, enter that rate on line 2. (See Example 1 below.)

If the two rates differ, multiply (a) the amount in the lower rate bracket by the rate for that bracket, and (b) the amount in the higher rate bracket by the rate for that bracket. Add these two numbers; this is the expected tax for this payment. To get the rate to have withheld, divide this amount by the taxable amount of the payment. Round up to the next whole number and enter that rate on line 2. (See Example 2 below.)

If you prefer a simpler approach (but one that may lead to overwithholding), find the rate that corresponds to your total income including the payment and enter that rate on line 2.

Examples. Assume the following facts for Examples 1 and 2. Your filing status is single. You expect the taxable amount of your payment to be \$20,000. Appropriate amounts have been withheld for all other sources of income and any deductions or credits.

Example 1. You expect your total income to be \$65,000 without the payment. Step 1: Because your total income without the payment, \$65,000, is greater than \$63,475 but less than \$118,350, the corresponding rate is 22%. Step 2: Because your total income with the payment, \$85,000, is greater than \$63,475 but less than \$118,350, the corresponding rate is 22%. Because these two rates are the same, enter “22” on line 2.

Example 2. You expect your total income to be \$61,000 without the payment. Step 1: Because your total income without the payment, \$61,000, is greater than \$26,925 but less than \$63,475, the corresponding rate is 12%. Step 2: Because your total income with the payment, \$81,000, is greater than \$63,475 but less than \$118,350, the corresponding rate is 22%. The two rates differ. \$2,475 of the \$20,000 payment is in the lower bracket (\$63,475 less your total income of \$61,000 without the payment), and \$17,525 is in the higher bracket (\$20,000 less the \$2,475 that is in the lower bracket). Multiply \$2,475 by 12% to get \$297. Multiply \$17,525 by 22% to get \$3,856. The sum of these two amounts is \$4,153. This is the estimated tax on your payment. This amount corresponds to 21% of the \$20,000 payment (\$4,153 divided by \$20,000). Enter “21” on line 2.