**MassMutual and the CARES Act**

**[Issued by Human Resources, 4.28.20]**

*The following information is provided by Mass Mutual regarding the Coronavirus Aid, Relief and Economic Security (CARES) Act, which MDRT has opted in on.*

*If you have any further questions or plan on taking advantage of the CARES Act, please notify the Human Resources department.*

**A new benefit for retirement plans, Coronavirus Aid, Relief and Economic Security (CARES) Act, was signed into law on March 27, 2020 and benefits those who have been effected by SARS-CoV-2 or COVID-19 viruses.  The CARES Act provides relief in the following ways:**

•          Waive the requirement for 2020 retirement account distributions.

•          Suspend payments on existing retirement plan loans for up to one year.

•          Increase the maximum allowable loan amount for certain COVID-19 related loans.

•          Allow for larger penalty-free early withdrawals from work retirement accounts.

**Who can access these benefits?**

In order to qualify for the retirement plan loans and penalty-free early withdrawal provisions, you must be a “qualified individual.” You are a “qualified individual” if you are an individual:

* Diagnosed with SARS-CoV-2 or COVID-19 by a test approved by the Centers for Disease Control and Prevention; OR
* Whose spouse or dependent is so diagnosed by such a test; OR
* Who experiences adverse financial consequences as a result of
	+ Being quarantined; OR
	+ Being laid off or furloughed or having work hours reduced due to the virus; OR
	+ Being unable to work due to lack of child care due to the virus; OR
	+ Closing or reducing hours of a business owned or operated by the individual due to the virus; OR
	+ Other factors as determined by the Secretary of the Treasury

**How are these new provisions activated?**

All participants who want to use these new options must either complete a standard in-service withdrawal form and note it as a CARES Act distribution or must call in to MassMutual’s Participant Information Center (PIC). MassMutual will be waiving fees for all COVID-19 loans and distributions as well as any hardship distributions until further notice.

If you have not been directly affected by the COVID-19 issues as described above, remember you have access to your account if your employment has terminated, for whatever reason.  You may also be able to borrow from your account under the normal loan rules of the plan; or you may be able to receive a hardship distribution for financial hardship not related to COVID-19.