

BENEFIT ELECTION

Account Number 60563-1-1

Sponsor Name Iron Workers Local 25

Plan Name Iron Workers Defined Contribution Pension Fund Plan

Payee (check one): ☐ Former Employee who Continued Account ☐ Spouse Beneficiary
☐ Former Employee receiving Installment Payments ☐ Non-spouse Beneficiary
☐ Active 5% Owner Age 70½ or Older

Payee's Name _____
first middle last

Payee's Address _____
street
city state zip

Legal State of Residence _____

If the Legal State of Residence is not provided, MassMutual will use the state provided in the Mailing Address for state tax purposes.

☐ Check if Mailing Address or Legal State of Residence has changed.

Social Security No. _____ Marital Status: ☐ Married ☐ Not Married or Legally Separated

Telephone # or E-mail Address _____

TO BE COMPLETED BY PLAN ADMINISTRATOR:

- Former Employee was previously: ☐ Terminated ☐ Retired ☐ Disabled ☐ Deceased
- Date of Separation from Service (mm/dd/yyyy): _____

ELECTION OF OPTIONS Participants with account balances below the Plan's minimum cashout amount (commonly \$5,000; contact the Administrator for details) can only select a One-Sum Cash Payment or Direct Rollover.

IMPORTANT: Refer to your Summary Plan Description for further detail on your available benefit options.

☐ **One-Sum Cash Payment to Me:** Direct payment to me of my vested account balance:

☐ All (my total vested account balance)

☐ Amount of (a partial cash payment): \$ _____

☐ Pay the remaining account balance as otherwise elected on this form.

☐ Leave the remaining account balance in the Plan. Only available if permitted by the Plan and if your remaining account balance exceeds the Plan's minimum cashout amount (commonly \$5,000). The Plan may exclude rollover contributions in determining account balance. [Note: It is your responsibility to request a distribution by the required deadline: April 1st of the year following the year you attain normal retirement age, attain age 70½, or retire after attaining age 70½, depending on Plan provisions and other factors. More information can be provided upon your request.]

☐ **Direct Rollover:** Payment to: ☐ my IRA ☐ my employer's eligible plan.

☐ Include After Tax Amount. **Make sure the rollover plan accepts after tax dollars.**

Name of financial institution or plan trustee to whom the rollover check should be issued:

☐ **Conversion to my Roth IRA:** Payment (except required minimum distributions) to my Roth IRA.

Name of financial institution or plan trustee to whom the rollover check should be issued:

☐ **Installment Payments** (if permitted by the Plan): Periodic payments from my account to start the first day of _____ month _____ year

Payments are to be made: ☐ Monthly ☐ Quarterly ☐ Semi-Annually ☐ Annually.

☐ For a Fixed Period of _____ years (not to exceed life expectancy)

☐ For a Fixed Amount: Each payment should be a gross amount of: \$ _____. I understand that any income tax withholding will be deducted from this amount.

[Note: These payment amounts may need to be adjusted at age 70½ to meet IRS minimum distribution rules.]

☐ For the maximum period allowed by law: [Note: Changes to life expectancy and calculation method may be limited or not allowable based on the Plan document.]

Life Expectancy: ☐ my life only ☐ my and my beneficiary's lives (beneficiary's birth date _____ mm/dd/yyyy)

Calculation Method: ☐ term certain (at time of first payment) ☐ recalculation (annually)

☐ **Joint and Survivor Annuity** (if permitted by the Plan): A survivor annuity purchased from Massachusetts Mutual Life Insurance Company. After my death, ☐ 100% ☐ 75% ☐ 66⅔% ☐ 50% of the annuity payments should continue to my Joint Annuitant. **The annuity election cannot be revoked.**

Joint Annuitant's Name _____ Birth Date _____
Relationship _____ Social Security No. _____

☐ **Annuity** (if permitted by the Plan): An annuity contract purchased from Massachusetts Mutual Life Insurance Company. The beneficiaries I previously designated continue under the Stipulated or Full Cash Refund Annuities. **The annuity election cannot be revoked once payments commence.**

Primary Beneficiary's Social Security No. _____ (Attach separate sheet with numbers if more than one beneficiary.)

☐ Life Annuity ☐ Life Annuity with 120 Stipulated Payments ☐ Full Cash Refund Annuity

Payments commencing: ☐ immediately ☐ at earliest retirement age (deferred)

LOAN DATA (if loans are permitted by the Plan)

Are there outstanding loans from the account? ☐ Yes ☐ No

If "yes," I elect to: (if no item is elected below, the loan will be treated as a distribution):

☐ Enclose a Company check, certified check or money order issued to **State Street Bank** with this form paying off my full loan balance (only available if still within the Plan's cure period for loan repayments).

☐ Default on the outstanding loan balance and treat it as a distribution. If I elect installment payments of less than 10 years or a one-sum cash payment, federal income tax may be withheld on the defaulted loan amount.

INCOME TAX WITHHOLDING

FEDERAL WITHHOLDING: Distributions of pre-tax contributions plus interest on all contributions are subject to federal income tax. Federal income tax law requires that 20% of the taxable amount of a distribution be withheld, unless the payment is directly rolled over to an eligible employer plan or an IRA. Installment and annuity payments payable over life expectancy or 10 years or more are not eligible to be rolled over, and you have the choice to have federal income tax withheld (if no election is made, MassMutual will withhold federal income tax). Please read the *Special Tax Notice(s)*. **Contact your tax advisor or the IRS if you have any questions concerning tax withholding.**

One-Sum Cash Payment or Direct Rollover or Installments of Less than 10 Years:

I read the Special Tax Notice(s) and:

☐ Withholding does not apply as this is a direct rollover of the entire taxable portion of my payment.

☐ Deduct the 20% mandatory federal income tax withholding from the taxable portion of my payment.

☐ Deduct the 20% mandatory federal income tax withholding from the taxable portion of my payment and an additional amount of \$ _____.

Installments/Annuities of 10 Years or More or Based on Life Expectancy:

I elect to have federal income tax: ☐ not withheld ☐ withheld.

If "withheld" is elected for installment or annuity payments, complete below (refer to IRS instructions for Form W-4P for more information):

a. ☐ Single ☐ Married ☐ Married, but withhold at the higher single rate

b. Number of allowances _____

c. I want the following additional amount withheld from each payment: \$ _____

STATE WITHHOLDING: Contact your tax advisor or your state's tax department if you have any questions concerning state tax withholding. Refer to the *State Tax Information* document for important information regarding State Withholding in your Legal State of Residence. If you make an election that is not in compliance with your state's regulations, MassMutual will default to your state's requirements.

No State Tax Withholding Election

☐ I have read the *State Tax Information* document and I elect to have no state income tax withheld from my payment(s).

Voluntary State Income Tax Withholding

☐ I have read the *State Tax Information* document and I elect to have the following voluntary state income tax withheld from my payment(s) (choose one):

____%

\$_____ (whole dollar amount)

☐ based on my state's tax table formula, if applicable (MassMutual will apply the default tax allowance)

Additional State Income Tax Withholding

☐ I have read the *State Tax Information* document and I elect to have an additional ____% or \$_____ (whole dollar amount) state income tax withheld from my payment(s).

METHOD OF PAYMENT

☐ **Direct deposit to a bank account of which I am an account holder - Deposited within 3 business days from date of processing.**

This option is NOT available for Rollovers.

To elect Direct Deposit, you must select either Checking or Savings and you must provide a voided check or copy of a pre-printed, account-specific deposit slip or a bank specification sheet from your bank for validation.

☐ Checking ☐ Savings

Bank Name _____

Bank ABA/Routing (9 digits) _____

Bank Account No. _____

Please note that we can only send funds via direct deposit to banks with a valid U.S. routing number.

I understand that if I do not fully complete this section or the bank account information I have provided is invalid, a check will be mailed. I understand that a reprocessing fee may be charged to my account if the direct deposit is declined by my financial institution. Subsequent withdrawals will be processed in the same manner (up to 180 days from the date of the original distribution) unless I notify MassMutual in writing to distribute the money differently. I also authorize MassMutual to initiate a debit to my account for any overpayment or payments made in error.

☐ **Send payment by check - Allow up to 10 business days for postal service delivery.**

SIGNATURES

I understand that I have a right to a 30-day election period. I further acknowledge that I am waiving the 30-day election period by making an affirmative election on this distribution form. I understand there may be a charge for each distribution processed or a one-time installment or annuity set-up fee deducted from my account balance and, if all required items are not completed on this form, payment will be delayed. If electing direct deposit, by signing below I certify that I am an account holder on the bank account listed above.

Payee

_____/_____/_____
Date

Plan Administrator

_____/_____/_____
Date

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MassMutual Retirement Services, PO Box 219062, Kansas City MO 64121-9062

For Overnight Mail: MassMutual Retirement Services, 430 W 7th St, Kansas City MO 64105

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COMPLETE ALL PAGES

State Tax Information

The information contained in this document is not intended or written as specific legal or tax advice and may not be relied on for purposes of avoiding any state tax penalties. Neither MassMutual nor any of its employees or representatives are authorized to give legal or tax advice. You must rely on the advice of your own independent tax counsel.

State tax withholding is based on your legal state of residence.

MassMutual will not withhold state taxes if the amount of withholding is less than \$10.

Mandatory state withholding

State taxes that are required to be withheld per state tax regulations. In some states, a payee can opt out of mandatory state withholding if requested in writing. (Your distribution form constitutes a request "in writing.")

Voluntary state withholding

State taxes that are not required to be withheld but may be requested by the participant.

What is a periodic payment?

A series of payments made at regular intervals over a certain term of years, for example, annuities or installments payments.

What is a non-periodic payment?

A single-sum payment that is paid at one time.

	<p>taxes are withheld, no state taxes will be withheld. The amount withheld is 5% of the taxable distribution.</p> <p>You may elect to have 5%, or higher, state taxes withheld even if there is no federal withholding by selecting "Voluntary State Income Tax Withholding."</p> <p>You may also request an additional amount to be withheld by selecting 'Additional State Income Tax Withholding' on your distribution form and entering a dollar amount.</p>
MARYLAND	<p>Maryland state tax withholding is mandatory on periodic and non-periodic distributions that are eligible for rollover. The amount withheld is 7.75% of the taxable distribution. Special rules apply for distributions that are not eligible for rollover.</p>
MASSACHUSETTS	<p>Massachusetts state tax withholding is mandatory if federal taxes are withheld. If no federal taxes are withheld, no state taxes will be withheld. State taxes are withheld at 5.25% of the taxable distribution.</p> <p>If you want a different amount withheld, please provide your marital status and the number of exemptions you wish to claim on your distribution form.</p> <p>You may also request an additional amount to be withheld by selecting 'Additional State Income Tax Withholding' on your distribution form and entering a dollar amount.</p>
MICHIGAN	<p>Michigan state withholding is mandatory on periodic and non-periodic distributions. The amount withheld is 4.35% in 2012 and is expected to be 4.25% in 2013 and subsequent years. All or some of the distribution may be exempt from Michigan state tax withholding, but you must provide a Michigan Form W-4P in those instances. For more information regarding exemptions that may be available to you, please consult your tax advisor and/or the Michigan Department of Treasury.</p>
MINNESOTA	<p><u>Lump-sum/non-periodic payments:</u> Minnesota state withholding on non-periodic payments is voluntary. If you elect to have state taxes withheld, select "Voluntary State Income Tax Withholding" and enter a dollar amount or percentage. If you select "Voluntary State Income Tax Withholding" and do not enter a dollar amount or percentage, MassMutual will not withhold any state taxes.</p> <p><u>For periodic payments:</u> Minnesota state withholding on periodic payments is voluntary. If you elect to have state taxes withheld, select "Voluntary State Income Tax Withholding/ based on my state's tax table formula."</p> <p>The amount withheld on periodic payments will be based on your state's wage tables. MassMutual will use your state's default allowance.</p>
MISSISSIPPI	<p>Mississippi state withholding is voluntary. If you elect to have state taxes withheld, select "Voluntary State Income Tax Withholding" and enter a dollar amount or percentage. If you select "Voluntary State Income Tax Withholding" and do not enter a dollar amount or percentage, MassMutual will not withhold any state taxes.</p>
MISSOURI	<p>Missouri state withholding is voluntary. If you elect to have state taxes withheld, select "Voluntary State Income Tax Withholding" and enter a dollar amount or percentage. If you select "Voluntary State Income Tax Withholding" and do not enter a dollar amount or percentage, MassMutual will not withhold any state taxes.</p>

SPECIAL TAX NOTICE
(For Payments Not From a Designated Roth Account)

YOUR ROLLOVER OPTIONS

You are receiving this notice because all or a portion of a payment you are receiving from your retirement plan is eligible to be rolled over to an IRA or an employer plan. This notice is intended to help you decide whether to do such a rollover.

This notice describes the rollover rules that apply to payments from the Plan that are not from a designated Roth account (a type of account with special tax rules in some employer plans). If you also receive a payment from a designated Roth account in the Plan, you will be provided a different notice for that payment, and the Plan administrator or the payor will tell you the amount that is being paid from each account.

Rules that apply to most payments from a plan are described in the “General Information About Rollovers” section. Special rules that only apply in certain circumstances are described in the “Special Rules and Options” section.

GENERAL INFORMATION ABOUT ROLLOVERS

How can a rollover affect my taxes?

You will be taxed on a payment from the Plan if you do not roll it over. If you are under age 59½ and do not do a rollover, you will also have to pay a 10% additional income tax on early distributions (unless an exception applies). However, if you do a rollover, you will not have to pay tax until you receive payments later and the 10% additional income tax will not apply if those payments are made after you are age 59½ (or if an exception applies).

Where may I roll over the payment?

You may roll over the payment to either an IRA (an individual retirement account or individual retirement annuity) or an employer plan (a tax-qualified plan, section 403(b) plan, or governmental section 457(b) plan) that will accept the rollover. The rules of the IRA or employer plan that holds the rollover will determine your investment options, fees, and rights to payment from the IRA or employer plan (for example, no spousal consent rules apply to IRAs and IRAs may not provide loans). Further, the amount rolled over will become subject to the tax rules that apply to the IRA or employer plan.

How do I do a rollover?

There are two ways to do a rollover. You can do either a direct rollover or a 60-day rollover.

- If you do a direct rollover, the Plan will make the payment directly to your IRA or an employer plan. You should contact the IRA sponsor or the administrator of the employer plan for information on how to do a direct rollover.
- If you do not do a direct rollover, you may still do a rollover by making a deposit into an IRA or eligible employer plan that will accept it. You will have 60 days after you receive the payment to make the deposit. If you do not do a direct rollover, the Plan is required to withhold 20% of the payment for federal income taxes (up to the amount of cash and property received other than employer stock). This means that, in order to roll over the entire payment in a 60-day rollover, you

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must use other funds to make up for the 20% withheld. If you do not roll over the entire amount of the payment, the portion not rolled over will be taxed and will be subject to the 10% additional income tax on early distributions if you are under age 59½ (unless an exception applies).

How much may I roll over?

If you wish to do a rollover, you may roll over all or part of the amount eligible for rollover. Any payment from the Plan is eligible for rollover, except:

- Certain payments spread over a period of at least 10 years or over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary)
- Required minimum distributions after age 70½ (or after death)
- Hardship distributions
- ESOP dividends
- Corrective distributions of contributions that exceed tax law limitations
- Loans treated as deemed distributions (for example, loans in default due to missed payments before your employment ends)
- Cost of life insurance paid by the Plan
- Contributions made under special automatic enrollment rules that are withdrawn pursuant to your request within 90 days of enrollment
- Amounts treated as distributed because of a prohibited allocation of S corporation stock under an ESOP (also, there will generally be adverse tax consequences if you roll over a distribution of S corporation stock to an IRA).
- If you are doing an In Plan Roth Rollover only vested amounts held in a plan account for a plan participant other than an amount held in a designated Roth account is eligible to be rolled over to the same plan.

The Plan administrator or the payor can tell you what portion of a payment is eligible for rollover.

If I don't do a rollover, will I have to pay the 10% additional income tax on early distributions?

If you are under age 59½, you will have to pay the 10% additional income tax on early distributions for any payment from the Plan (including amounts withheld for income tax) that you do not roll over, unless one of the exceptions listed below applies. This tax is in addition to the regular income tax on the payment not rolled over.

The 10% additional income tax does not apply to the following payments from the Plan:

- Payments made after you separate from service if you will be at least age 55 in the year of the separation
- Payments that start after you separate from service if paid at least annually in equal or close to equal amounts over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary)
- Payments from a governmental defined benefit pension plan made after you separate from service if you are a public safety employee and you are at least age 50 in the year of the separation
- Payments made due to disability
- Payments after your death
- Payments of ESOP dividends
- Corrective distributions of contributions that exceed tax law limitations
- Cost of life insurance paid by the Plan
- Contributions made under special automatic enrollment rules that are withdrawn pursuant to your request within 90 days of enrollment

- Payments made directly to the government to satisfy a federal tax levy
- Payments made under a qualified domestic relations order (QDRO)
- Payments up to the amount of your deductible medical expenses
- Certain payments made while you are on active duty if you were a member of a reserve component called to duty after September 11, 2001 for more than 179 days
- Payments of certain automatic enrollment contributions requested to be withdrawn within 90 days of the first contribution.

If I do a rollover to an IRA, will the 10% additional income tax apply to early distributions from the IRA?

If you receive a payment from an IRA when you are under age 59½, you will have to pay the 10% additional income tax on early distributions from the IRA, unless an exception applies. In general, the exceptions to the 10% additional income tax for early distributions from an IRA are the same as the exceptions listed above for early distributions from a plan. However, there are a few differences for payments from an IRA, including:

- There is no exception for payments after separation from service that are made after age 55.
- The exception for qualified domestic relations orders (QDROs) does not apply (although a special rule applies under which, as part of a divorce or separation agreement, a tax-free transfer may be made directly to an IRA of a spouse or former spouse).
- The exception for payments made at least annually in equal or close to equal amounts over a specified period applies without regard to whether you have had a separation from service.
- There are additional exceptions for (1) payments for qualified higher education expenses, (2) payments up to \$10,000 used in a qualified first-time home purchase, and (3) payments after you have received unemployment compensation for 12 consecutive weeks (or would have been eligible to receive unemployment compensation but for self-employed status).

Will I owe State income taxes?

This notice does not describe any State or local income tax rules (including withholding rules).

SPECIAL RULES AND OPTIONS

If your payment includes after-tax contributions

After-tax contributions included in a payment are not taxed. If a payment is only part of your benefit, an allocable portion of your after-tax contributions is generally included in the payment. If you have pre-1987 after-tax contributions maintained in a separate account, a special rule may apply to determine whether the after-tax contributions are included in a payment.

You may roll over to an IRA a payment that includes after-tax contributions through either a direct rollover or a 60-day rollover. You must keep track of the aggregate amount of the after-tax contributions in all of your IRAs (in order to determine your taxable income for later payments from the IRAs). If you do a direct rollover of only a portion of the amount paid from the Plan and a portion is paid to you, each of the payments will include an allocable portion of the after-tax contributions. If you do a 60-day rollover to an IRA of only a portion of the payment made to you, the after-tax contributions are treated as rolled over last. For example, assume you are receiving a complete distribution of your benefit which totals \$12,000, of which \$2,000 is after-tax contributions. In this case, if you roll over \$10,000 to an IRA in a 60-day rollover, no amount is taxable because the \$2,000 amount not rolled over is treated as being after-tax contributions.

You may roll over to an employer plan all of a payment that includes after-tax contributions, but only through a direct rollover (and only if the receiving plan separately accounts for after-tax contributions and is not a governmental section 457(b) plan). You can do a 60-day rollover to an employer plan of part of a payment that includes after-tax contributions, but only up to the amount of the payment that would be taxable if not rolled over.

If you miss the 60-day rollover deadline

Generally, the 60-day rollover deadline cannot be extended. However, the IRS has the limited authority to waive the deadline under certain extraordinary circumstances, such as when external events prevented you from completing the rollover by the 60-day rollover deadline. To apply for a waiver, you must file a private letter ruling request with

the IRS. Private letter ruling requests require the payment of a nonrefundable user fee. For more information, see IRS Publication 590, Individual Retirement Arrangements (IRAs).

If your payment includes employer stock that you do not roll over

If you do not do a rollover, you can apply a special rule to payments of employer stock (or other employer securities) that are either attributable to after-tax contributions or paid in a lump sum after separation from service (or after age 59½, disability, or the participant's death). Under the special rule, the net unrealized appreciation on the stock will not be taxed when distributed from the Plan and will be taxed at capital gain rates when you sell the stock. Net unrealized appreciation is generally the increase in the value of employer stock after it was acquired by the Plan. If you do a rollover for a payment that includes employer stock (for example, by selling the stock and rolling over the proceeds within 60 days of the payment), the special rule relating to the distributed employer stock will not apply to any subsequent payments from the IRA or employer plan. The Plan administrator can tell you the amount of any net unrealized appreciation.

If you have an outstanding loan that is being offset

If you have an outstanding loan from the Plan, your Plan benefit may be offset by the amount of the loan, typically when your employment ends. The loan offset amount is treated as a distribution to you at the time of the offset and will be taxed (including the 10% additional income tax on early distributions, unless an exception applies) unless you do a 60-day rollover in the amount of the loan offset to an IRA or employer plan.

If you were born on or before January 1, 1936

If you were born on or before January 1, 1936 and receive a lump sum distribution that you do not roll over, special rules for calculating the amount of the tax on the payment might apply to you. For more information, see IRS Publication 575, Pension and Annuity Income.

If your payment is from a governmental section 457(b) plan

If the Plan is a governmental section 457(b) plan, the same rules described elsewhere in this notice generally apply, allowing you to roll over the payment to an IRA or an employer plan that accepts rollovers. One difference is that, if you do not do a rollover, you will not have to pay the 10% additional income tax on early distributions from the Plan even if you are under age 59½ (unless the payment is from a separate account holding rollover contributions that were made to the Plan from a tax-qualified plan, a section 403(b) plan, or an IRA). However, if you do a rollover to an IRA or to an employer plan

that is not a governmental section 457(b) plan, a later distribution made before age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies). Other differences are that you cannot do a rollover if the payment is due to an “unforeseeable emergency” and the special rules under “If your payment includes employer stock that you do not roll over” and “If you were born on or before January 1, 1936” do not apply.

If you are an eligible retired public safety officer and your pension payment is used to pay for health coverage or qualified long-term care insurance

If the Plan is a governmental plan, you retired as a public safety officer, and your retirement was by reason of disability or was after normal retirement age, you can exclude from your taxable income plan payments paid directly as premiums to an accident or health plan (or a qualified long-term care insurance contract) that your employer maintains for you, your spouse, or your dependents, up to a maximum of \$3,000 annually. For this purpose, a public safety officer is a law enforcement officer, firefighter, chaplain, or member of a rescue squad or ambulance crew.

If you roll over your payment to a Roth IRA

If you roll over the payment to a Roth IRA, a special rule applies under which the amount of the payment rolled over (reduced by any after-tax amounts) will be taxed. However, the 10% additional income tax on early distributions will not apply (unless you take the amount rolled over out of the Roth IRA within 5 years, counting from January 1 of the year of the rollover). For payments from the Plan during 2010 that are rolled over to a Roth IRA, the taxable amount can be spread over a 2-year period starting in 2011.

If you roll over the payment to a Roth IRA, later payments from the Roth IRA that are qualified distributions will not be taxed (including earnings after the rollover). A qualified distribution from a Roth IRA is a payment made after you are age 59½ (or after your death or disability, or as a qualified first-time homebuyer distribution of up to \$10,000) and after you have had a Roth IRA for at least 5 years. In applying this 5-year rule, you count from January 1 of the year for which your first contribution was made to a Roth IRA. Payments from the Roth IRA that are not qualified distributions will be taxed to the extent of earnings after the rollover, including the 10% additional income tax on early distributions (unless an exception applies). You do not have to take required minimum distributions from a Roth IRA during your lifetime. For more information, see IRS Publication 590, Individual Retirement Arrangements (IRAs).

If you roll over your payment to an in-plan Roth Rollover

If the distributee rolls over the payment to a designated Roth account in the plan, the amount of the payment rolled over (reduced by any after-tax amounts directly rolled over) will be taxed. However, the 10% additional tax on early distributions will not apply (unless the distributee takes the amount rolled over out of the designated Roth account within the 5-year period that begins on January 1 of the year of the rollover). For payments from the plan in 2010 that are rolled over to a designated Roth account in the plan (and that are not distributed from that account until after 2011), the taxable amount of the rollover will be taxed half in 2011 and half in 2012, unless the distributee elects to be taxed in 2010.

If the distributee rolls over the payment to a designated Roth account in the plan, later payments from the designated Roth account that are qualified distributions will not be taxed (including earnings after the rollover). A qualified distribution from a designated Roth account is a payment made both after the distributee attains age 59½ (or after the distributee's death or disability) and after the distributee has had a designated Roth account in the plan for a period of at least 5 years. The 5-year period described in the preceding sentence begins on January 1 of the year the distributee's first contribution was made to the

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designated Roth account. However, if the distributee made a direct rollover to a designated Roth account in the plan from a designated Roth account in a plan of another employer, the 5-year period begins on January 1 of the year the distributee's first contribution was made to the designated Roth account in the plan or, if earlier, to the designated Roth account in the plan of the other employer. Payments from the designated Roth account that are not qualified distributions will be taxed to the extent allocable to earnings after the rollover, including the 10% additional tax on early distributions (unless an exception applies).

If you are not a plan participant

Payments after death of the participant. If you receive a distribution after the participant's death that you do not roll over, the distribution will generally be taxed in the same manner described elsewhere in this notice. However, the 10% additional income tax on early distributions and the special rules for public safety officers do not apply, and the special rule described under the section "If you were born on or before January 1, 1936" applies only if the participant was born on or before January 1, 1936.

If you are a surviving spouse. If you receive a payment from the Plan as the surviving spouse of a deceased participant, you have the same rollover options that the participant would have had, as described elsewhere in this notice. In addition, if you choose to do a rollover to an IRA, you may treat the IRA as your own or as an inherited IRA.

An IRA you treat as your own is treated like any other IRA of yours, so that payments made to you before you are age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies) and required minimum distributions from your IRA do not have to start until after you are age 70½.

If you treat the IRA as an inherited IRA, payments from the IRA will not be subject to the 10% additional income tax on early distributions. However, if the participant had started taking required minimum distributions, you will have to receive required minimum distributions from the inherited IRA. If the participant had not started taking required minimum distributions from the Plan, you will not have to start receiving required minimum distributions from the inherited IRA until the year the participant would have been age 70½.

If you are a surviving beneficiary other than a spouse. If you receive a payment from the Plan because of the participant's death and you are a designated beneficiary other than a surviving spouse, the only rollover option you have is to do a direct rollover to an inherited IRA. Payments from the inherited IRA will not be subject to the 10% additional income tax on early distributions. You will have to receive required minimum distributions from the inherited IRA.

Payments under a qualified domestic relations order. If you are the spouse or former spouse of the participant who receives a payment from the Plan under a qualified domestic relations order (QDRO), you generally have the same options the participant would have (for example, you may roll over the payment to your own IRA or an eligible employer plan that will accept it). Payments under the QDRO will not be subject to the 10% additional income tax on early distributions.

If you are a nonresident alien

If you are a nonresident alien and you do not do a direct rollover to a U.S. IRA or U.S. employer plan, instead of withholding 20%, the Plan is generally required to withhold 30% of the payment for federal income taxes. If the amount withheld exceeds the amount of tax you owe (as may happen if you do a 60-day rollover), you may request an income tax refund by filing Form 1040NR and attaching your Form 1042-S. See Form W-8BEN for claiming that you are entitled to a reduced rate of withholding under an

income tax treaty. For more information, see also IRS Publication 519, U.S. Tax Guide for Aliens, and IRS Publication 515, Withholding of Tax on Nonresident Aliens and Foreign Entities.

Other special rules

If a payment is one in a series of payments for less than 10 years, your choice whether to make a direct rollover will apply to all later payments in the series (unless you make a different choice for later payments).

If your payments for the year are less than \$200 (not including payments from a designated Roth account in the Plan), the Plan is not required to allow you to do a direct rollover and is not required to withhold for federal income taxes. However, you may do a 60-day rollover.

Unless you elect otherwise, a mandatory cashout of more than \$1,000 (not including payments from a designated Roth account in the Plan) will be directly rolled over to an IRA chosen by the Plan administrator or the payor. A mandatory cashout is a payment from a plan to a participant made before age 62 (or normal retirement age, if later) and without consent, where the participant's benefit does not exceed \$5,000 (not including any amounts held under the plan as a result of a prior rollover made to the plan).

You may have special rollover rights if you recently served in the U.S. Armed Forces. For more information, see IRS Publication 3, Armed Forces' Tax Guide.

FOR MORE INFORMATION

You may wish to consult with the Plan administrator or payor, or a professional tax advisor, before taking a payment from the Plan. Also, you can find more detailed information on the federal tax treatment of payments from employer plans in: IRS Publication 575, Pension and Annuity Income; IRS Publication 590, Individual Retirement Arrangements (IRAs); and IRS Publication 571, Tax-Sheltered Annuity Plans (403(b) Plans). These publications are available from a local IRS office, on the web at www.irs.gov, or by calling 1-800-TAX-FORM.

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