Iron Workers St. Louis District Council Trust Funds

P.O. Box 1096 • Maryland Heights, MO 63043 • Phone 314.656.1091 • Toll Free 877.597.8704 • Fax 314.739.1105

RE: Iron Workers St. Louis District Council Annuity Trust Fund
Application for Hardship Pension Benefits

Dear Participant:

As requested, enclosed is an Application for Pension Benefits from the Iron Workers St. Louis District Council Annuity Trust Fund (the "Plan"). Also enclosed are documents that are required to be submitted with the completed application. Please review each form carefully and note all of the various types of documents this Pension Plan will require before proceeding with the application process. Any delay in your providing the required forms or documents will result in a delay in our processing your application.

The completed paperwork and required documents should be forwarded to the Pension Fund Office at the address listed above. We will process your application upon receipt of your completed forms and the required documents, typical turnaround time is 2-3 weeks. As stated above, failure to complete the forms correctly and/or missing documents will delay the application process.

If you have any questions or require further clarification, please contact the Fund Office at the toll-free number 877-597-8704 between the hours of 7:30 am and 4:30 pm Monday through Friday.

Sincerely,

Iron Workers St. Louis District Council Annuity Trust Fund

IRON WORKERS ST. LOUIS DISTRICT COUNCIL ANNUITY PLAN

IMPORTANT INFORMATION!! SUMMARY OF HARDSHIP PLAN PROVISIONS

A NONREFUNDABLE PROCESSING FEE OF $300 IS CHARGED TO YOUR ACCOUNT REGARDLESS OF WHETHER YOUR APPLICATION IS APPROVED

REASONS FOR WHICH HARDSHIP DISTRIBUTIONS ARE PERMITTED:

1. **Expenses for medical care** described in IRC §213(d) incurred by the Participant, his/her spouse, or any of his/her dependents (as defined in IRC §152) including expenses necessary to obtain future medical care.

2. **Costs directly related to the purchase of a principal residence** for the Participant (excluding mortgage payments);

3. **Payment of tuition for post-secondary education** for the Participant, his/her spouse, or any of his/her dependents (as defined in IRC §152);

4. **Payments necessary to prevent the eviction and/or foreclosure** of the Participant from his/her principal residence for failure to make the payment on the Participant's principal residence;

5. For any other immediate and **heavy financial need associated with unemployment for a period of at least 6 consecutive months** where the Participant lacks other available resources to satisfy the need.

6. **Funeral Expenses** for an immediate family member.

SUPPORTING DOCUMENTATION OF FINANCIAL NEED DATED WITHIN THE LAST 30 DAYS AND VALID PHOTO ID, MARRIAGE LICENSE AND/OR DIVORCE DECREES ARE REQUIRED.

DISTRIBUTION RESTRICTIONS:

1. Maximum hardship amount – the lesser of 50% of your Individual Account valued as of the last Valuation Date, or the documented amount necessary to satisfy the immediate and heavy financial need of the participant. (Gross amount of 50% includes all applicable taxes). Minimum amount is $2,000.00.

2. A Participant is limited to three hardship distributions for all reasons other than payment of tuition for post-secondary education. A Participant is not limited on the number of hardship distributions for payment of tuition for post-secondary education.

3. Spousal consent is required, if married.

4. Monies to be distributed are withdrawn on a pro-rata basis from each source of funds available.

5. Amount determined to be available may be adjusted to account for tax withholding. Such adjustment, if made, is only an estimate of taxes. Participant may be liable for additional taxes and penalties not withheld. You may elect for NO federal withholding taxes.

6. There will be a nonrefundable processing fee of $300 deducted from your account regardless of whether your request is approved.

7. Return your completed Hardship Withdrawal Application and the required documentation no less than thirty (30) days before you want to receive the withdrawal.

HARDSHIP WITHDRAWAL APPLICATION

IMPORTANT: FAILURE TO COMPLETE THIS FORM FULLY, *INCLUDING SIGNING IT IN FRONT OF A NOTARY PUBLIC*, AND PROVIDING ALL DOCUMENTATION REQUESTED, WILL RESULT IN A DELAY OF THE PROCESSING OF YOUR APPLICATION. Federal Law requires the Trustees to confirm whether a previous spouse is entitled to any portion of your defined contribution plan benefits. As such, it is necessary that we request the following certification and supporting documentation. Distributions are prorated across all investments.

Account Number **60691 – 1 – 1**

Sponsor Name **Trustees for IWSTLDC Annuity Fund**

Plan Name **Iron Workers St. Louis District Council Annuity Trust Fund**

Fee: $300

Participant's Name ______________________ ____________________ ___________________________
first middle last

Social Security No. ________________Date of Birth___/___/____Telephone # (required)____________________

Participant's Legal Address ____
street

____
city state zip

E-mail Address ________________________________

The required Documents is based on your Marital Status:

Please provide complete copies of ALL marriage certificates, divorce decrees, separation agreements, Qualified Domestic Relations Orders and any other accompanying documents related to the termination of your previous marriage(s). If any previous spouses have passed away, please provide a copy of the death certificate(s). If you do not have these documents, you should contact the appropriate court through which the proceedings occurred in order to obtain certified copies. For additional ex-spouses, please use the back of this form.

- If Single, enclose a copy of your birth certificate and photo ID
- If Married, enclose a copy of your birth certificate and photo ID, a copy of your spouse's birth certificate and Photo ID and a copy of your Marriage Certificate/License.
- If Divorced, enclose a complete copy of your Divorce Decree with all attachments, for any and all previous marriages.
- If Widowed, enclose a copy of the Death Certificate, for any and all previous spouses.

If the Plan requires spousal consent and you are married, please complete the Spousal Consent to a Hardship Distribution section below.

REASON FOR REQUEST (check applicable box, complete blanks, and attach the documentation listed):

I am requesting a distribution in the amount of $_______________ which is required to meet an immediate and heavy financial need and may include any federal, state, or local income taxes or penalties reasonably anticipated to result from the distribution.

☐ I (or my spouse or dependent) have incurred uninsured expenses for medical care (or need the funds to obtain medical care) in the amount of $____________ and those expenses are deductible under Internal Revenue Code §213(d), determined without regard to whether the expenses exceed 7.5% of my adjusted gross income. **(A copy of the invoice, or letter, dated within thirty (30) days, from my health care provider describing the cost and need for the procedure, along with benefit statement or other evidence that insurance will not cover the expense, are attached.)**

☐ I (or my spouse, child or dependent) am attending college (or an approved trade or technical school or graduate school) and require $__________ for tuition, related educational fees, and room and board expenses. **(A copy of the invoice or letter from the school confirming enrollment and expenses is/are attached.)**

☐ I need $___________ to prevent eviction from my principal residence or foreclosure on the mortgage on my principal residence. **(A copy of the Notice of Foreclosure Sale, eviction notice or foreclosure notice is attached.)**

☐ I need $___________ for use in the purchase of my principal residence. I will not use any of it for a mortgage payment. **(A copy of the Signed Purchase Agreement/Contract & Good Faith Estimate are attached.)**

☐ I need $____________ for an immediate and heavy financial need associated with unemployment for a period of at least 6 consecutive months where the participant lacks other available resources to satisfy the need. Unemployment is defined as the inability to obtain work for which contributions are due to any Employee benefit Funds in the St. Louis District Council either directly or by reciprocity. **(Documentation, dated within thirty (30) days, evidencing the nature and extent of the heavy financial need, and documentation that you have been unemployed for at least 6 consecutive months must be submitted with this application.)**

Please answer YES or NO to the following IF you checked the box above:

_____ Can the hardship be relieved by reimbursement or compensation by insurance or other means?

_____ Can the hardship be relieved through liquidation of assets (e.g., sale of stock or second house) Without the liquidation causing a severe financial hardship?

_____ Can the hardship be relieved by other distributions, loans from any retirement plan, or by Borrowing from commercial sources?

_____ Does the amount requested exceed the amount required to satisfy the hardship indicated above?

_____Have you been out of work for at least six (6) consecutive months at the time of the application?

☐ I need $___________ for funeral expenses of an immediate family member. **(A certified copy of the death certificate & an invoice for the funeral expenses are attached.)**

Certification of Current Marital Status:

☐ SINGLE, NEVER MARRIED ☐ SINGLE, PREVIOUSLY MARRIED*

☐ MARRIED, NO PREVIOUS MARRIAGES ☐ MARRIED, WITH PREVIOUS MARRIAGE(S)*

☐LEGALLY SEPARATED*

*If you have had any previous marriages in your lifetime, please list the names of your ex-spouses, the date(s) of marriage and date(s) of divorce (if any of your previous marriages ended due to the death of your spouse at the time, please list the date of death):

Ex-spouse's Name	Date of Marriage	Date of Divorce/Death

WITHDRAWAL OPTIONS (Check only <u>one</u> box)

NOTE: The Application fee of $300 will be charged to participant whether the application is approved or denied

Gross Amount: Withdraw $__________ from my vested account balance. I understand that any income tax withholding will be deducted from this amount. If the amount available is less than requested, I want to withdraw the amount available: ☐ Yes ☐ No

Net Amount: Withdraw $__________ from my vested account balance plus withdraw any income tax withholding. If the amount available is less than requested, I want to withdraw the amount available: ☐ Yes ☐ No

Percent: Withdraw ____% of my vested account balance. I understand that any income tax withholding will be deducted from this amount.

INCOME TAX WITHHOLDING

FEDERAL WITHHOLDING: Distributions of pre-tax contributions plus earnings on <u>all</u> contributions are subject to federal income tax. Federal income tax law requires that 20% of the taxable amount of a non-hardship withdrawal be withheld, unless the payment is directly rolled over to an eligible employer plan or an IRA. Hardship withdrawals are not eligible to be rolled over, and you have the choice to have federal income tax withheld (if no election is made, 10% must be withheld for 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.**

☐ **Participant Payee:** I have read the Special Tax Notice(s). I understand that a hardship withdrawal is not subject to the 20% mandatory federal income tax withholding as it is not an eligible rollover distribution. If no withholding election is elected below, 10% of the taxable amount is withheld.
I elect to have 20% federal income tax: ☐ withheld ☐ not withheld
In addition to this federal income tax withholding, I want an additional amount withheld of $__________.

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).

SIGNATURES

I certify that the distribution requested does not exceed the amount of my immediate and heavy financial need (including any federal, state, or local income taxes or penalties reasonably anticipated to result from the distribution). I have attached documents supporting my hardship distribution request, and I agree to provide any additional documentation that is requested, such as birth certificates and/or marriage certificates required to establish my relationship(s) to others as required. _________Please Initial

I certify that I cannot meet this immediate and heavy financial need through other assets and resources including assets of my spouse and minor children that are reasonably available to me; reimbursement or compensation by insurance or otherwise; or by borrowing from commercial sources on reasonable commercial terms in an amount sufficient to satisfy the need. ________Please Initial

I certify that I have obtained all other currently available distributions other than hardship distributions and all nontaxable loans available under any other retirement plans maintained by my employers.
_______Please Initial

I understand that any amounts paid to me from the Fund as a result of this request are not a loan, cannot be returned to the Fund, will constitute taxable income to me and will also be subject to a 10% early distribution penalty unless an exception applies. I further understand that withholding will be based on the withholding rules for retirement plan distributions unless I elect otherwise. ________Please Initial

I, hereby certify, subject to the penalty of perjury, that all the information in this application is, to the best of my belief and knowledge, true and complete. **Any person who supplies a false certification in claiming a benefit forfeits any right he or she may have to the benefit and, upon discovery, becomes liable for full repayment of any money received as a consequence.** ______________Please Initial

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. _______________Please Initial

If your request has been denied, the denial is based upon your failure to meet the criteria stated in the Plan for a hardship distribution. If you wish to appeal the determination of the Plan Administrator, you may do so by filing a Notice of Appeal with the Plan Administrator in accordance with the claims procedure set forth in the SPD.

I understand that this hardship distribution is being made in reliance on my representations regarding my financial need. It is my responsibility to inform the Fund if the money is not needed for the stated purpose. For example, I must inform the Fund if I have obtained a hardship to purchase a principal residence and then I decide not to purchase the residence and the money is, therefore, not needed to purchase that residence. I further understand that obtaining money based on a stated hardship with the intention of not using it for that purpose may be fraud and may subject me to liability. For example, I cannot request a hardship for the purpose of putting a down payment on a house with the intention of cancelling the purchase.

_________________________ _________________________ ______________
Participant's Signature Participant's Social Security # Date

Place Notary Stamp/Seal Here

Subscribed to and sworn to before me,
This _______ day of _________________, 20____.

____
(Notary Public)

_____________________, ___________________
(County) (State)

My Commission expires ____________________

*Notice to Notaries: Federal Law (i.e., the Retirement Equity Act of 1984) requires that the above Form must be executed in the presence of an authorized Plan representative or a Notary Public. Accordingly, it is most important that you not only witness the actual signature identified above, but also examine their credentials to satisfy yourself that they are, in fact, the same persons as the ones identified.

SPOUSAL CONSENT TO A HARDSHIP DISTRIBUTION

I acknowledge that I have read and understand the following:

a. My spouse is a Participant in the Iron Workers St. Louis District Council Annuity Plan.
b. The Fund is a defined contribution plan which provides for distributions required to meet an established immediate and heavy financial need and my spouse has requested such a distribution.
c. I fully understand that the amount distributed is not a loan; it cannot be returned to the Fund, will constitute taxable income to my spouse and will also be subject to a 10% early distribution penalty unless an exception applies.
d. I fully understand that the effect of this distribution will be to reduce the amount that may be payable to me from the Fund upon the death of my spouse.

I acknowledge that I have read and understand the information set out in this form and I hereby consent to my spouse's request for a distribution to meet the established immediate and heavy financial need indicated on the application form.

SPOUSE MUST SIGN IN THE PRESENCE OF A NOTARY PUBLIC

____
Spouse's Signature

I have witnessed the execution of the foregoing consent by ____________________________, who identified herself (himself) to me.
PRINT SPOUSE'S NAME

Place Notary Stamp/Seal Here

Subscribed to and sworn to before me,
This _______ day of __________________, 20____.

____
(Notary Public)

______________________, ______________________
(County) (State)

My Commission expires ____________________

*Notice to Notaries: Federal Law (i.e., the Retirement Equity Act of 1984) requires that the above Waiver must be executed in the presence of an authorized Plan representative or a Notary Public. Accordingly, it is most important that you not only witness the actual signatures identified, but also examine their credentials to satisfy yourself that they are, in fact, the same persons as the ones identified."

TO BE COMPLETED BY THE FUND OFFICE:
Is this a hardship withdrawal? ☐ Yes ☐ No
This request for a hardship distribution is: ☐granted ☐denied

Plan Administrator Signature ______________________________ Date / /

Please return your completed forms to:
Iron Workers St. Louis District Council Annuity Plan
P.O.Box 1096
Maryland Heights, MO 63043

IRON WORKERS ST. LOUIS DISTRICT COUNCIL ANNUITY PLAN

DIRECT DEPOSIT AUTHORIZATION

Participant Information (Please type or print clearly)

Name:____

Social Security Number:__________________ Phone No: (   )_______________

Address:____

____

(Please notify the Fund Administrator if you change your home mailing address)

Bank Information: (Please contact your bank for this information)

Name of Institution:______________________Phone No: (   )_______________

Address:____

____

Wire Payable to:____

Type of Account (Must be Checking OR Savings ONLY)__________________________
Please attach a voided check for verification purposes.

Account Number:____

Bank Routing Number:_____________________________________

Distribution Information:

Amount of Wire:____

______________________________ ______________________________
Participant's Signature Date

SPECIAL TAX NOTICE REGARDING IRON WORKERS ST. LOUIS DISTRICT COUNCIL ANNUITY TRUST FUND PLAN PAYMENTS

This notice is provided to you by the Trustees of the Iron Workers St. Louis District Council Annuity Trust Fund and the Iron Workers St. Louis District Council Annuity Trust Fund (your "Plan Administrator") because all or part of the payment that you will soon receive from the Fund may be eligible for rollover to a Roth IRA or "traditional" IRA (an IRA other than a Roth IRA, SIMPLE IRA, or education IRA), a Section 401(a) qualified employer plan, a governmental Section 457 plan, a Section 403(a) tax-sheltered annuity, or a 403(b) qualified employer plan.

If you have additional questions after reading this notice, you can contact the Benefit Fund Office at 13801 Riverport Drive, Suite 101, Maryland Heights, MO 63043 or calling (877) 597-8704. Neither the Trustees nor the Benefit Fund Office personnel are tax advisors. **You are strongly encouraged to consult with a professional tax advisor *before* you take a payment of your benefits from the Plan.**

SUMMARY

There are three ways you may receive a Plan payment that is eligible for rollover:

1. Certain payments can be made directly to a traditional IRA (an IRA other than a Roth IRA, SIMPLE IRA, or education IRA), a Section 401(a) qualified employer plan, a governmental Section 457 plan, a Section 403(a) tax-sheltered annuity, or a 403(b) qualified employer plan. This is called a "direct rollover."

2. The payment can be paid directly to you.

3. A combination of these two.

IF YOU CHOOSE A DIRECT ROLLOVER

Your payment will not be taxed in the current year and no income tax will be withheld.

Your payment will be made directly to your Roth IRA or traditional IRA (an IRA other than a Roth IRA, SIMPLE IRA or education IRA), to a Section 401(a) qualified employer plan, a governmental Section 457 plan, a Section 403(a) tax-sheltered annuity or a Section 403(b) qualified employer plan that accepts rollovers. Your Plan payment cannot be rolled over to a Simple IRA or an Education IRA because these are specially designated accounts and are not considered "traditional" IRAs.

Your payment will be taxed later when you take it out of the IRA, the Section 401(a) qualified employer plan, the governmental Section 457 plan, the Section 403(a) tax-sheltered annuity or the Section 403(b) qualified employer plan.

IF YOU CHOOSE TO HAVE A PLAN PAYMENT THAT IS ELIGIBLE FOR ROLLOVER PAID TO YOU

You will receive only 80% of the payment, because the Plan Administrator is required to withhold 20% of the payment and send it to the IRS as federal income tax withholding to be credited against your federal income taxes.

Your payment will be taxed in the current year unless you roll it over yourself. Under limited circumstances, you may be able to use the special tax rules that could reduce the tax you owe. Please note that if you receive the payment before age 59½, you also may have to pay an additional 10% tax.

You can roll over the payment yourself within 60 days of receiving it by paying it to a traditional IRA, a Section 401(a) qualified employer plan, a governmental Section 457 plan, a Section 403(a) tax-sheltered annuity, or a Section 403(b) qualified employer plan that accepts rollovers. The amount rolled over will not be taxed until you take it out of the IRA, Section 401(a) employer plan, governmental Section 457 plan, Section 403(a) tax-sheltered annuity, or Section 403(b) qualified employer plan.

If you want to roll over 100% of the payment to an IRA or any of the qualified employer plans listed above after you've had the payment issued to you, *you must find other money to replace the 20% that was withheld.* If you roll over only the 80% that you receive, you will be taxed on the 20% that was withheld and not rolled over.

MORE INFORMATION

I. PAYMENTS THAT CAN AND CANNOT BE ROLLED OVER

Payments from the Plan may be "eligible rollover distributions". This means that they can be rolled over to a Roth IRA or traditional IRA (other than a Roth IRA, SIMPLE IRA, or Education IRA) or to a Section 401(a) qualified employer plan, a governmental Section 457 plan, a Section 403(a) tax-sheltered annuity, or a Section 403(b) qualified employer plan that accepts rollovers. Payments from a plan **cannot** be rolled over to a SIMPLE IRA, or an Education IRA. Your Plan Administrator should be able to tell you what portion of your payment is an eligible rollover distribution.

The following types of payments **cannot** be rolled over.

Payments Spread Over Long Periods. You cannot roll over a payment if it is part of a series of equal (or almost equal) payments that are made at least once a year and that will last for

- your lifetime
- your lifetime and your beneficiary's lifetime or
- a period of ten years or more

Required Minimum Payments. Beginning when you reach age 70 ½, a certain portion of your payment cannot be rolled over because it is a "required minimum payment" that must be paid to you.

II. DIRECT ROLLOVER

A "direct rollover" is a direct payment of the amount of your Plan benefits to a traditional IRA (other than a Roth IRA, SIMPLE IRA, or Education IRA), a Section 401(a) qualified employer plan, a governmental Section 457 plan, a Section 403(a) tax-sheltered annuity, or a Section 403(b) qualified employer plan that accepts rollovers. You can choose a direct rollover of all or any portion of your payment that is an "eligible rollover distribution", as described in Part I above. You are not taxed on any portion of your payment for which you choose a direct rollover until you later take it out of the traditional IRA (other than a Roth IRA, SIMPLE IRA, or education IRA) or Section 401(a) qualified employer plan, governmental Section 457 plan, Section 403(a) tax-sheltered annuity, or Section 403(b) qualified employer plan that accepts rollovers. In addition, no income tax withholding is required for any portion of your Plan benefits for which you choose a direct rollover.

Direct Rollover to an IRA. You can open an IRA to receive the direct rollover. If you choose to have your payment made directly to an IRA, contact an IRA sponsor (usually a financial institution like a bank, or an investment company) to find out how to have your payment made in a direct rollover to an IRA at that institution. If you are unsure of how to invest your money, you can temporarily establish an IRA to receive the payment. However, in choosing an IRA, you may wish to consider whether the IRA you choose will allow you to move all or a part of your payment to another IRA at a later date, without penalties or other limitations. See IRS Publication 590, *Individual Retirement Arrangements*, for more information on IRAs (including limits on how often you can roll over between IRAs), or contact your tax advisor. Your Plan payment **cannot** be rolled over to a SIMPLE IRA or an education IRA because these are specially designated accounts and are not considered "traditional" IRAs, which are IRAs to which both deductible and nondeductible contributions can be made.

Direct Rollover to a Roth IRA. You can roll over a payment from the Plan made before January 1, 2010 to a Roth IRA only if your modified adjusted gross income is not more than $100,000 for the year the payment is made to you and, if married, you file a joint return. These limitations do not apply to payments made to you from the Plan after 2009. If you wish to roll over the payment to a Roth IRA, but you are not eligible to do a rollover to a Roth IRA until after 2009, you can do a rollover to a traditional IRA and then, after 2009, elect to convert the traditional IRA into a Roth IRA.

If you roll over the payment to a Roth IRA, a special rule applied 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 payments 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 59-1/2 (or after your death or disability, or as a qualified first-time homebuyer distribution of up to $10,000) and after you 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 after the rollover, including the 10% additional income tax on early distributions from a Roth IRA during your lifetime. For more information, see IRS Publication 590, Individual Retirement Arrangements (IRA).

Direct Rollover to a Qualified Employer Plan. If you are employed by a new employer that has a different qualified employer plan, and you want a direct rollover to that plan, ask the Plan Administrator of that plan whether it will accept your rollover. A qualified employer plan is not legally required to accept a rollover. If your new employer's plan does not accept a rollover, you can choose a direct rollover to a traditional IRA.

Qualified employer plans include the following types of eligible retirement plans: (1) a plan qualified under Section 401(a); (2) a governmental Section 457 plan; (3) a Section 403(b) tax-sheltered annuity plan; or (4) a Section 403(a) qualified annuity plan.

A governmental Section 457 plan is an eligible deferred compensation plan of a state or local government. Unless a governmental Section 457 plan agrees to separately account for amounts rolled into it from eligible retirement plans other than Section 457 plans, the governmental Section 457 plan will not be allowed to accept transfers or rollovers.

You may also make a tax-free direct rollover distribution into two types of annuity plans: Section 403(b) tax-sheltered annuity plans and Section 403(a) qualified annuity plans. To establish either type of plan, an employer must purchase an annuity contract, and the plan must meet certain requirements under Section 403 of the Internal Revenue Code. Ask your employer for information about annuity plans that may be available to you.

III. PAYMENT PAID TO YOU

If your payment is eligible to be rolled over under Part I above, but you elect to receive the payment in cash, it is subject to mandatory 20% income tax withholding. The payment is taxed in the year you receive it unless, within 60 days, you roll it over to a traditional IRA or plan qualified under Section 401(a), a governmental Section 457 plan, a Section 403(b) tax-sheltered annuity plan or a Section 403(a) qualified annuity plan that accepts rollovers. If you do not roll it over, special tax rules may apply.

INCOME TAX WITHHOLDING

Mandatory Withholding. If any portion of your payment *can* be rolled over under Part I above, but you elect to receive payment yourself, the Plan is required by law to withhold 20% of that payment amount as federal income tax withholding and pay that 20% to the IRS. For example, if a payment of $10,000 is eligible to be rolled over, but you elect to receive this payment yourself, only $8,000 will be paid to you because the Plan must withhold $2,000 as income tax. However, when you prepare your income tax return for the year, you must report the full $10,000 as a payment from the Plan. You will report the $2,000 as tax withheld, and it will be credited against any income tax you owe for the year.

Voluntary Withholding. If any portion of your payment is taxable but *cannot* be rolled over under Part I above, the mandatory withholding rules described above do not apply. In this case, you may elect not to have withholding apply to that portion. To elect out of withholding, ask the Plan Administrator for the election form and related information.

Sixty-Day Rollover Option. If you receive a payment yourself that can be directly rolled over under Part I above, you can still decide to roll over all or part of it to a traditional IRA or to a Section 401(a) qualified employer plan, a governmental Section 457 plan, a Section 403(a) tax-sheltered annuity or a Section 403(b) qualified employer plan that accepts rollovers. If you decide to roll over any part of the payment you have received in cash, *you must contribute the amount of the payment want rolled over to a traditional IRA or to a Section 401(a) qualified employer plan, a governmental Section 457 plan, a Section 403(a) tax-sheltered annuity or a Section 403(b) qualified employer plan that accepts rollovers* ***within 60 days*** *after you receive the payment.* The portion of your payment that is rolled over will not be taxed until you take it out of the traditional IRA or the qualified employer plan.

You can roll over up to 100% of the payment that can be rolled over under Part I above, including an amount equal to the 20% that was withheld. If you choose to roll over 100%, you must find other money within the 60-day period to contribute to the traditional IRA or the qualified employer plan to replace the 20% that was withheld. If you roll over only the 80% that you received, you will be taxed on the 20% that was withheld.

Example: The portion of your payment that can be rolled over under Part I above is $10,000, and you choose to have it paid to you. You will receive $8,000 and $2,000 will be sent to the IRS as income tax withholding. Within 60 days after receiving the $8,000, you may still roll over the entire $10,000 to a traditional IRA or to a Section 401(a) qualified employer plan, a governmental Section 457 plan, a Section 403(a) tax-sheltered annuity or a Section 403(b) qualified employer plan that accepts rollovers. To do this, you roll over the $8,000 you received from the Plan, and another $2,000 from other sources (your savings, a loan, etc.) to replace the amount that the Plan Administrator was required to remit to IRS as withholding. In this case, the entire $10,000 is not taxed until you take it out of the traditional IRA or to a Section 401(a) qualified employer plan, a governmental Section 457 plan, a Section 403(a) tax-sheltered annuity or a Section 403(b) qualified employer plan that accepts rollovers. If you roll over the entire $10,000, when you file your income tax return you may get a refund of part or all of the $2,000 withheld.

If, on the other hand, you roll over only the $8,000 that you received, the $2,000 you do not roll over is taxed in the year it was withheld. When you file your income tax return you may get a refund of part of the $2,000 withheld. (However, any refund is likely to be larger if you roll over the entire $10,000.

Additional 10% Tax If You Are Under Age 59½. If you receive a payment before you reach age 59½ and you do not roll it over, then, in addition to the regular income tax, you may have to pay an extra tax equal to 10% of the taxable portion of the payment. The additional 10% tax does not apply to (1) payments that are paid to you because you separate from employment covered by the Plan during or after the year you reach age 55, (2) payments that are paid because you retire due to disability, (3) payments that are paid to you as equal (or almost equal) payments over your life or your and your beneficiary's lives, (4) payments that are paid directly to the government to satisfy a federal tax levy, (5) payments that are paid to an alternate payee under a qualified domestic relations order, or (4) payments that do not exceed the amount of your deductible medical expenses. See IRS Form 5329 for more information on the additional 10% tax.

Special Tax Treatment If You Were Born Before January 1, 1936. If you receive a payment that can be rolled over under Part I and you do not roll it over to a traditional IRA or to a Section 401(a) qualified employer plan, a governmental Section 457 plan, a Section 403(a) tax-sheltered annuity or a Section 403(b) qualified employer plan that will accept it, the payment will be taxed in the year you receive it. However, if it qualifies as a "lump sum distribution", it may be eligible for special tax treatment. A lump sum distribution is a payment, within one year, of your entire benefit under the Plan that is payable to you after you have reached age 59½ or because you have separated from employment covered by the Plan. For a payment to be treated as a lump sum distribution, you must have been a participant in the Plan for at least 5 years before the year in which you received the distribution. The special tax treatment for lump sum distributions is described below.

- **Ten-Year Averaging.** If you receive a lump sum distribution and you were born before January 1, 1936, you can make a one-time election to figure the tax on the payment by using "10-year averaging" (using 1986 tax rates). Ten-year averaging often reduces the tax you owe.

- **Capital Gain Treatment.** If you receive a lump sum distribution and you were born before January 1, 1936 and if you were a participant in the Plan before 1974, you may elect to have the part of your payment that is attributable to your pre-1974 participation in the Plan taxed as long-term capital gain at a rate of 20%.

There are other limits on the special tax treatment for lump sum distributions. For example, you can generally elect this special tax treatment only once in your lifetime, and the election applies to all lump sum distributions that you receive in that same year. If you have previously rolled over a distribution from the Plan (or certain other similar plans of the employer), you cannot use this special tax treatment for later payments from the Plan. If you roll over your payment to a traditional IRA, you will not be able to use this special tax treatment for later payments from the traditional IRA. Also, if you roll over only a portion of your payment to a traditional IRA, this special tax treatment is not available for the rest of the payment. See IRS Form 4972 for additional information on lump sum distributions and how you elect the special tax treatment.

IV. SURVIVING SPOUSE, ALTERNATE PAYEE, AND OTHER BENEFICIARIES

In general, the rules summarized above that apply to payments to a participant also apply to payments to the surviving spouse of a participant and to the spouse or former spouse(s) of a participant who are "alternate payees". You are an alternate payee if your interest in the Plan results from a "qualified domestic relations order", which is an order issued by a court, usually in connection with a divorce or legal separation, which the Plan Administrator has determined to be qualified, that is, determined to meet the requirements of the law. Some of the rules summarized above also apply to a deceased participant's beneficiary who is not a spouse.

Effective for distributions made after March 1, 2007, a non-spouse Beneficiary will be eligible to have a direct rollover made to an individual retirement account. Such individual retirement account shall be considered to be an "inherited IRA."

Payments to a surviving spouse, an alternate payee, or another beneficiary are generally not subject to the additional 10% tax described in section III above, even if you are younger than age 59½.

If you are a surviving spouse, an alternate payee, or another beneficiary, you may be able to use the special tax treatment for lump sum distributions as described in section III above.

If you receive a payment because of the participant's death, you may be able to treat the payment as a lump sum distribution if the participant met the appropriate age requirements, whether or not the participant had 5 years of participation in the Plan.

HOW TO OBTAIN ADDITIONAL INFORMATION

This notice summarizes only the federal (not state or local) tax rules that might apply to your payment. The rules described above are complex and contain many conditions and exceptions that are not included in this notice. Therefore, YOU MAY WANT TO CONSULT WITH A PROFESSIONAL TAX ADVISOR **BEFORE** YOU TAKE A PAYMENT OF YOUR BENEFITS FROM THE PLAN. Also, you can find more specific information on the tax treatment of payments from qualified retirement plans in IRS Publication 575, Pension and

Annuity Income, and IRS Publication 590, Individual Retirement Arrangements. These publications are available from your local IRS office, on the IRS's Internet Web Site at www.irs.gov, or by calling 1-800-TAX-FORMS.
April 28, 2010

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.

<u>Mandatory state withholding</u>

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.")

<u>Voluntary state withholding</u>

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

<u>What is a periodic payment</u>?

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

<u>What is a non-periodic payment</u>?

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

LEGAL STATE OF RESIDENCE	STATE TAX WITHHOLDING REGULATIONS
ALABAMA	Alabama 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.
ALASKA	Alaska does not have personal income tax. State tax will not be withheld from any distribution.
ARIZONA	Lump-sum/non-periodic payments: There are no state tax provisions for non-periodic distributions. State tax will not be withheld from these distributions. Periodic payments (installment payments): Arizona state withholding on periodic payments is voluntary; you may elect to have state taxes withheld only if federal taxes are withheld. If you request to have state taxes withheld, select "Voluntary State Income Tax Withholding." You must enter one of the following percentages: 0.8%, 1.3%, 1.8%, 2.7%, 3.6%, 4.2%, 5.1% If you select "Voluntary State Income Tax Withholding" and do not enter one of these percentages, MassMutual will not withhold any state taxes.
ARKANSAS	Arkansas state tax withholding is mandatory and will be calculated as 5% of the taxable distribution. 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.
CALIFORNIA	California 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 calculated as 10% of the federal amount withheld. You may elect to have state taxes withheld even if there is no federal withholding by selecting "Voluntary State Income Tax Withholding" and entering a dollar amount. You may elect not to have state taxes withheld even if there is federal withholding by selecting "No State Tax Withholding Election." 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.
COLORADO	Colorado 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.

CONNECTICUT	Connecticut state withholding is mandatory on periodic and non-periodic distributions. The amount withheld is 6.99%. All or some of the distribution may be exempt from Connecticut state tax withholding, but you must provide a Connecticut Form W-4P in those instances. (If not submitted with your distribution form, 6.99% will be withheld) For more information regarding exemptions that may be available to you, please consult your tax advisor and/or the Connecticut Department of Treasury.
DELAWARE	Delaware state tax withholding is mandatory if federal taxes are withheld. If no federal taxes are withheld, no state taxes will be withheld. The amount withheld is calculated as 5% of the taxable distribution. You may elect to have 5% state taxes, or greater, withheld even if there is no federal withholding by selecting "Voluntary State Income Tax Withholding." 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.
DISTRICT OF COLUMBIA	The District of Columbia state withholding is mandatory on all lump sum distributions of a participant's entire account balance. For such distributions state taxes are withheld at 8.95%. For periodic and partial distributions state tax withholding is voluntary.
FLORIDA	Florida does not have personal income tax. State tax will not be withheld from any distribution.
GEORGIA	Lump-sum/non-periodic payments: Georgia state withholding is voluntary for non-periodic payments. If you elect to have state taxes withheld, select "Voluntary State Income Tax Withholding" on your distribution form, but do not enter a percentage or dollar amount. Georgia taxes are withheld at a predetermined percentage depending on the amount of your distribution: If distribution is — withholding is under $8,000 — 2% $8,000 - $10,000 — 3% $10,001 - $12,000 — 4% $12,001 - $15,000 — 5% Over $15,000 — 6% Periodic payments: Georgia state tax withholding is mandatory if federal taxes are withheld. If no federal taxes are withheld, no state taxes will be withheld. You may elect to have state taxes withheld even if there is no federal withholding by selecting "Voluntary State Income Tax Withholding/based on my state's tax table formula." You may elect not to have state taxes withheld even if there is federal withholding by selecting "No State Tax Withholding Election." The amount withheld on periodic payments will be based on your state's wage tables. MassMutual will use your state's default allowance. 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.

HAWAII	Hawaii state tax will not be withheld from any distribution.
IDAHO	Idaho 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.
ILLINOIS	<u>Lump-sum/non-periodic payments</u>: There are no state tax provisions for non-periodic distributions. State tax will not be withheld from these distributions. <u>Periodic payments (installment payments)</u>: Illinois state withholding on 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.
INDIANA	Indiana 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.
IOWA	Iowa 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% of the taxable distribution. 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." 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.
KANSAS	<u>Lump-sum/non-periodic payments</u>: Kansas 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% of the taxable distribution. 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." You may also request an additional amount to be withheld by selecting 'Additional State Income Tax Withholding' on your form and entering a dollar amount. <u>Periodic payments</u>: If federal tax withholding is required, then Kansas state tax withholding is mandatory. If federal tax withholding is not required, then no Kansas state tax will be withheld, unless you elect to have state taxes withheld by selecting "Voluntary State Income Tax Withholding/based on your state's wage bracket table formula." The amount withheld on periodic payments will be based on your state's wage bracket tables. MassMutual will use your state's default allowance.

KENTUCKY	Kentucky 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.
LOUISIANA	Louisiana 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.
MAINE	<u>Lump-sum/non-periodic payments</u>: Maine 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% of the taxable distribution. 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." You may also request an additional amount to be withheld by selecting 'Additional State Income Tax Withholding' on your form and entering a dollar amount. <u>Periodic payments</u>: If federal tax withholding is required, then Maine state tax withholding is mandatory. If federal tax withholding is not required, then no Maine state tax will be withheld, unless you elect to have state taxes withheld by selecting "Voluntary State Income Tax Withholding/based on your state's wage bracket table formula." The amount withheld on periodic payments will be based on your state's wage bracket tables. MassMutual will use your state's default allowance.
MARYLAND	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 upon request.
MASSACHUSETTS	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 5.10% of the taxable distribution. 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. 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.
MICHIGAN	Michigan state withholding is mandatory on periodic and non-periodic distributions. The amount withheld is 4.25%. 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. (If not submitted with your distribution form, 4.25% will be withheld) For more information regarding exemptions that may be available to you, please consult your tax advisor and/or the Michigan Department of Treasury.

MINNESOTA	Minnesota state withholding on non-periodic payments and periodic payments are voluntary. If you elect to have state taxes withheld, select "Voluntary State Income Tax Withholding/ based on my state's tax table formula." The amount withheld on non-periodic payments and periodic payments will be based on your state's wage tables. MassMutual will use your state's default allowance.
MISSISSIPPI	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.
MISSOURI	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.
MONTANA	Montana 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.
NEBRASKA	Nebraska state tax withholding is mandatory if federal taxes are withheld. If no federal taxes are withheld, no state taxes will be withheld. You may elect to have state taxes withheld even if there is no federal withholding by selecting "Voluntary State Income Tax Withholding/ based on my state's tax table formula." <u>Lump-sum/non-periodic payments</u>: The amount withheld is 5% of the taxable distribution. <u>Periodic payments</u> The amount withheld on periodic payments will be based on your state's wage tables. MassMutual will use your state's default allowance. 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.
NEVADA	Nevada does not have personal income tax. State tax will not be withheld from any distribution.
NEW HAMPSHIRE	New Hampshire does not have personal income tax. State tax will not be withheld from any distribution.

NEW JERSEY	New Jersey 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.
NEW MEXICO	New Mexico 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.
NEW YORK	New York 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.
NORTH CAROLINA	North Carolina state tax withholding is mandatory for distributions eligible for rollover if federal taxes are withheld. If no federal taxes are withheld, no state taxes will be withheld. Special rules apply for distributions that are not eligible for rollover. You may elect to have state taxes withheld even if there is no federal withholding by selecting "Voluntary State Income Tax Withholding." <u>Lump-sum/non-periodic payments</u>: The amount withheld on non-periodic payments is 4% of the taxable distribution. <u>Periodic payments</u> The amount withheld on periodic payments will be based on your state's wage tables. MassMutual will use your state's default allowance. 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.
NORTH DAKOTA	North Dakota 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.
OHIO	Ohio 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.

OKLAHOMA	Oklahoma state tax withholding is mandatory if federal taxes are withheld. If no federal taxes are withheld, no state taxes will be withheld. You may elect to have state taxes withheld even if there is no federal withholding by selecting "Voluntary State Income Tax Withholding." <u>Lump-sum/non-periodic payments</u>: The amount withheld is 5% of the taxable distribution. <u>Periodic payments</u> The amount withheld on periodic payments will be based on your state's wage tables. MassMutual will use your state's default allowance. 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.
OREGON	Oregon state tax withholding is mandatory if federal taxes are withheld. If no federal taxes are withheld, no state taxes will be withheld. You may elect to have state taxes withheld even if there is no federal withholding by selecting "Voluntary State Income Tax Withholding." You may elect not to have state taxes withheld when there is federal withholding by selecting "No State Tax Withholding Election." <u>Lump-sum/non-periodic payments</u>: The amount withheld is 8% of the taxable distribution. <u>Periodic payments</u> The amount withheld on periodic payments will be based on your state's wage tables. MassMutual will use your state's default allowance. 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.
PENNSYLVANIA	Pennsylvania 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.
RHODE ISLAND	Rhode Island 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.
SOUTH CAROLINA	South Carolina state withholding is voluntary. If you elect to have state taxes withheld, select "Voluntary State Income Tax Withholding/ based on my state's tax table formula." The amount withheld on periodic payments will be based on your state's wage tables. MassMutual will use your state's default allowance.

SOUTH DAKOTA	South Dakota does not have personal income tax. State tax will not be withheld from any distribution.
TENNESSEE	Tennessee does not have personal income tax. State tax will not be withheld from any distribution.
TEXAS	Texas does not have personal income tax. State tax will not be withheld from any distribution.
UTAH	Utah state withholding is voluntary. If you elect to have state taxes withheld, select "Voluntary State Income Tax Withholding/ based on my state's tax table formula." The amount withheld on periodic payments will be based on your state's wage tables. MassMutual will use your state's default allowance.
VERMONT	Vermont state tax withholding is mandatory if federal taxes are withheld. If no federal taxes are withheld, no state taxes will be withheld. State withholding is based on the amount of federal taxes withheld. You may elect to have state taxes withheld even if there is no federal withholding by selecting "Voluntary State Income Tax Withholding." <u>Lump-sum/non-periodic payments</u>: The amount withheld is 24% of the federal amount withheld. <u>Periodic payments</u> The amount withheld on periodic payments will be based on your state's wage tables. MassMutual will use your state's default allowance. 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.
VIRGINIA	Virginia state tax withholding is mandatory if federal taxes are withheld. If no federal taxes are withheld, no state taxes will be withheld. You may elect to have state taxes withheld even if there is no federal withholding by selecting "Voluntary State Income Tax Withholding." <u>Lump-sum/non-periodic payments</u>: The amount withheld is 4% of the taxable distribution. <u>Periodic payments</u> The amount withheld on periodic payments will be based on your state's wage tables. MassMutual will use your state's default allowance. 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.

WASHINGTON	Washington does not have personal income tax. State tax will not be withheld from any distribution.
WEST VIRGINIA	West Virginia 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.
WISCONSIN	Wisconsin 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.
WYOMING	Wyoming does not have personal income tax. State tax will not be withheld from any distribution.