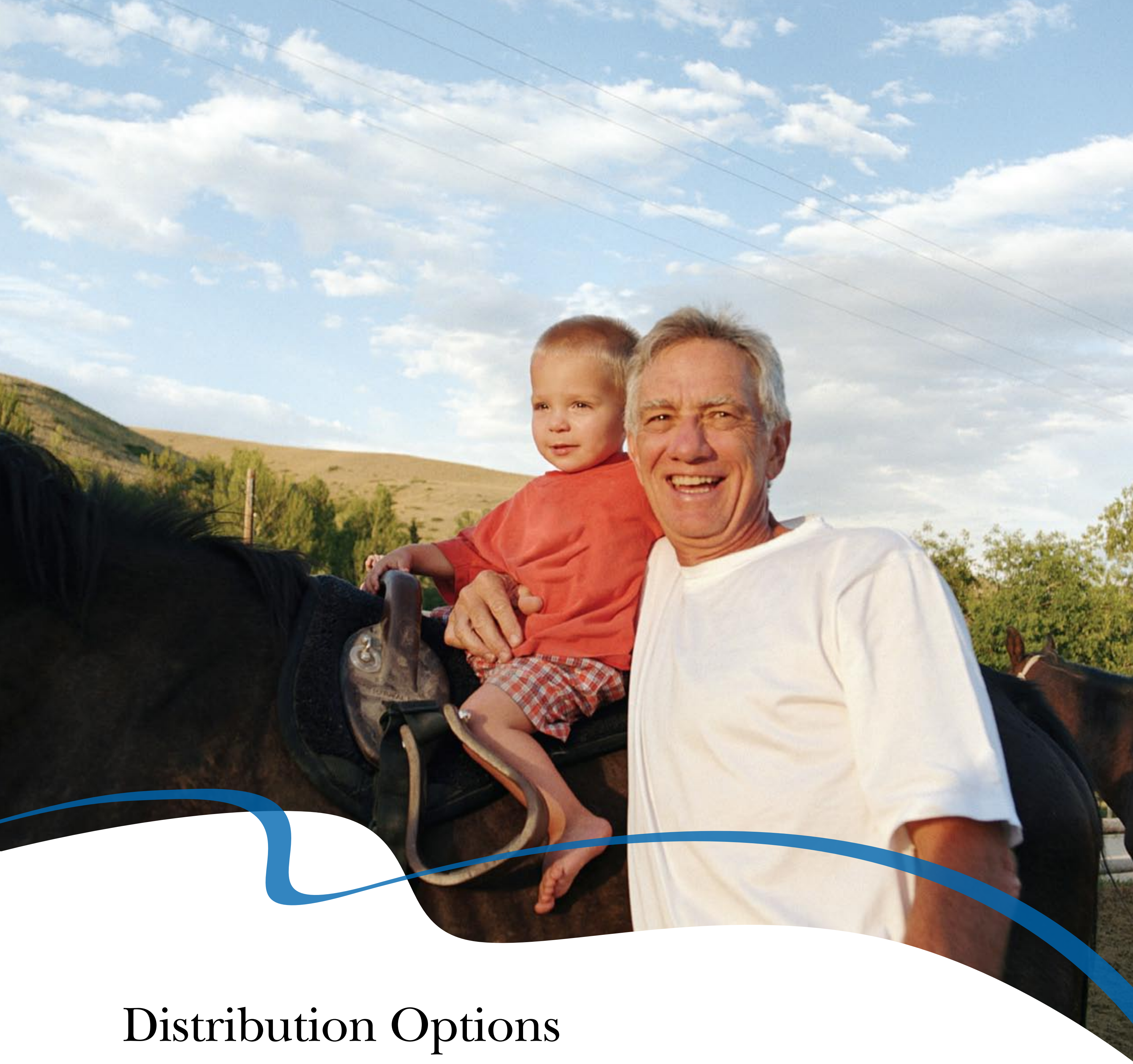


Distribution Options

For Defined Contribution and 403(b) Plans Without Life Annuities

The Standard®

Take the Time to Decide
What will you do with your retirement savings?

Life is full of changes. We retire. We change jobs. We get laid off. And sometimes, we experience the death of a loved one. As a recipient of this brochure, it's likely you're experiencing one such life-changing event right now.

And change requires decisions. How will you react? What will you do next?

In this case, it means you need to decide what to do with the money you've accumulated in your employer-sponsored retirement plan. But you need to make this choice carefully, because the decision you make will affect not only how much you pay in taxes today but the way you manage your money in the future.

This brochure provides you with information about the options available for your retirement plan distributions. Sit down and read it thoroughly, so you can make a well-informed decision about your future.

Before you make your selection: The law requires that you receive the Special Tax Notice Regarding Plan Payments and Rollover Options, included in this booklet on pages 7-10. The Notice describes the tax consequences of your benefit decision and your options regarding rolling over your distribution.

You have the right to take at least 30 days to select your option. If you return your completed form in less than 30 days, you are requesting that the distribution be made as soon as possible. If you ended your employment recently, you should wait to request a distribution until your employer has deposited your final contribution.

Normal plan fees will be deducted from your account before your benefit is paid. If the fees are more than your vested account balance, no check will be issued.

Consider the options

The distribution choices available to you depend on the balance in your account and your plan's cashout amount for small account balances (maximum $5,000). For your plan's cashout amount, see Section A of the distribution request form or contact your Plan Administrator.

- If your vested account balance does *not* exceed your plan's cashout amount, your benefit must be distributed as a lump sum or a rollover. If you do not provide instructions, your vested balance will remain in the plan until your plan's next cashout date and then be paid as follows. If your vested balance is $1,000 or less on the cashout date, a check will automatically be sent to your last known address. If your vested balance is over $1,000, but not over your plan's cashout amount on the cashout date, Federal law requires that your benefit be rolled over to an individual retirement account set up in your name. Cashout dates are scheduled at least once per year. Prior to the cashout date, a letter describing your options will be sent to your last known address.
- If your vested account balance exceeds your plan's cashout amount, you can choose any of the benefit options your plan provides. If you do not provide instructions, your money will remain in the plan until you are required to begin taking distributions.

You have a number of options if your account balance exceeds the cashout amount.

1. **Leave money in the plan.** If you leave money in the plan, you will continue to enjoy the same investment options you had as an employee. You can review those options on "Personal Savings Center" on The Standard's website (retirement.standard.com), or by calling 1-800-858-5420. The same type of fees that have been applicable to your investments while you were an active participant will continue to apply if you leave your funds in the Plan, and there may be an additional fee charged for the administration of your account. The types of fees that are changed are shown in the plan expenses section of the Plan's summary plan description. If you choose this option, your money will remain invested until you request a distribution. When you reach the later of your plan's Normal Retirement Age or the tenth anniversary of your participation in the plan, payments must begin unless you elect in writing to leave your money in the plan until age 70½.
2. **Rollover.** You can choose to have your distribution rolled over directly to an IRA, another qualified plan, a tax-sheltered 403(b) annuity or a governmental 457 plan. For a detailed description of rollover options and the tax consequences of rolling over your distribution, see the Special Tax notice beginning on page 7.

   If you are rolling over to another qualified plan, you should obtain a letter from the new Plan Administrator stating that the plan is qualified under Code Section 401(a), and that the rollover will be accepted.
3. **Lump sum.** You may have all or part of your benefit paid directly to you in cash. However, this may adversely affect the accumulation of your retirement benefits. If you have all or part of the benefit paid to you in cash, the law requires that 20 percent of the distribution's taxable portion be withheld for Federal income taxes. If required, State taxes also will be withheld. Within 60 days of receiving a lump sum payment, you can choose to roll it over into a traditional IRA, another qualified plan, a tax-sheltered 403(b) annuity or a governmental 457 plan. If you do not roll it over, you will be subject to an additional 10 percent penalty, unless you are age 59½ or you terminated service after reaching age 55. Please consider carefully all the information provided in the Special Tax Notice beginning on page 7.
4. **Payments from account.** If your plan allows, you may specify an amount you would like to receive on a monthly basis. See page 5 for a description of this option.
5. **Required Minimum Distribution.** If you have terminated service (or are still employed and own more than 5 percent of the company), Federal law requires that you begin taking distributions from the plan at age 70½. If you select this option, The Standard will calculate the amount of your "required minimum distribution" based on your account total that we administer and send you a check each year. The balance of your account will remain invested in the plan. See page 6 for more information about Required Minimum Distributions.

Frequently asked questions

If you have questions about your benefits, you're not alone. The following section may provide answers to your questions. If you still have questions after reading this section, call INFOLINE at 800.858.5420 and speak with a Customer Service Representative or email savings@standard.com.

Q. Can I request my distribution online?

A. You may request your distribution online if your plan allows. Logon to the Personal Savings Center at *http://retirement.standard.com.* You must submit the paper distribution request form if your request is due to death or a Qualified Domestic Relations Order (QDRO), if you are requesting that your benefit be paid as an annuity, or if you are requesting that your benefit be mailed to a foreign address.

Q. How much do I have in my account?

A. Before making choices about your retirement account, you may have questions or want to find out your account balance. You can do so by calling INFOLINE or visiting the Personal Savings Center at *http://retirement.standard.com.*

Q. How will my distribution be calculated?

A. The market value of your account changes every business day. Your distribution will be calculated on the date of your payment. If any portion of your account is subject to a vesting schedule, your vested balance will be based on plan provisions.

Q. How is my vested balance calculated?

A. Your employee contributions are 100 percent vested. If your plan has an employer contribution that is subject to a vesting schedule, your years of service are used to determine your vested percentage for that account. To calculate your vested balance, the vested percentage for each contribution type is multiplied by the applicable account balance. Generally, participants who terminate service due to death, disability or retirement are 100 percent vested in all accounts. Call INFOLINE or email savings@standard.com for more information.

Q. How much will be withheld from my check for taxes?

A. If you choose to receive any portion of your benefit in a lump sum, or if you select payments from account for less than 10 years, 20 percent of the distribution's taxable portion will be withheld for Federal income taxes. You may request additional Federal income tax withholding on taxable amounts. An additional amount may be withheld for State income tax if required. See the Special Tax Notice beginning on page 7.

Q. What if I don't provide instructions by returning the distribution request form or requesting a distribution online?

A. If your plan provides for automatic distribution of small account balances, and your vested account balance is more than your plan's cashout amount (maximum $5,000), your money will remain invested in the Plan. If your vested account balance is $1,000 or less on the next cashout date, a check will be sent to your last known address. If your vested account balance is more than $1,000, but not more than your plan's cashout amount on the next cashout date, Federal law requires that your account balance be rolled over to an IRA established for you by the Plan Administrator. Cashout dates are scheduled at least once per year. Prior to the cashout date, a letter describing your options will be sent to your last known address. Contact your Plan Administrator for information on your plan's provisions and see the Special Tax Notice beginning on page 7 for additional information.

Q. What if I have an outstanding loan?

A. Your outstanding loan balance, plus any accrued interest, will be deducted from your total vested benefit before payment is made. For tax purposes, your outstanding loan balance is treated the same as a cash distribution. If you are receiving any of the remainder of your benefit in cash, 20 percent of the taxable amount of the loan will be withheld for Federal income tax and subtracted from your cash payment. State income tax also may be withheld. If you are not receiving any of your benefit in cash, nothing will be withheld for Federal or State income taxes. You can roll over your outstanding loan balance by paying the balance to a traditional IRA, another qualified plan, a 403(b) annuity, or a governmental 457 plan within the 60-day period following receipt of your distribution.

Q. What if I have a foreign address?

A. If your distribution will be mailed to an address outside the U.S. or its territories, you must provide additional information so we can process your distribution with the correct tax withholding.

- If you are a U.S. citizen or resident alien, provide IRS Form W-9.
- If you are a nonresident alien, provide IRS Form W-8BEN.

These forms and instructions can be obtained on the IRS Web site, *www.irs.gov/pub*, or you can call The Standard at 800.858.5420 to request them. After you have completed the form that applies to you, mail the original with your distribution request. Fax copies cannot be accepted. See the Special Tax Notice beginning on page 7 for information on taxation of such distributions.

Q. What if I am a beneficiary receiving a death benefit?

A. The law differentiates between a surviving spouse and other (non-spouse) beneficiaries. Generally, a surviving spouse is the person to whom the participant was married throughout the one-year period ending on the earlier of the participant's death or the commencement of benefit payments from the plan.

The surviving spouse must begin taking payments from the plan by December 31 of the year following the year of the participant's death, or by December 31 of the year the participant would have attained age 70½, whichever is later.

Distributions to surviving spouses are generally subject to the same withholding requirements as plan participants. A surviving spouse's rollover options are described in the Special Tax Notice beginning on page 7.

Non-spouse beneficiaries must begin taking payments within one year of the participant's death or must take the entire amount by December 31 of the year containing the fifth anniversary of the participant's death. Payments to non-spouse beneficiaries are not subject to 20% Federal withholding.

For a detailed description of rollover options and their tax consequences, see the Special Tax Notice beginning on page 7.

Q. What are payments from account?

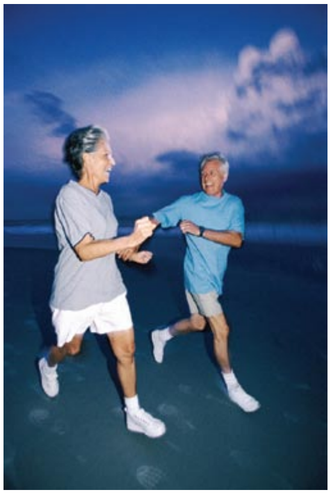
A. Payments are made in an amount specified by the participant or beneficiary until such time as the vested benefit is exhausted. The period over which payments are to be made cannot exceed (1) the life expectancy of the participant, (2) the life expectancies of the participant and designated beneficiary, (3) if a death benefit, the life expectancy of the beneficiary, or (4) 60 months, if the participant's beneficiary is the estate.

Q. What if I am an alternate payee under a Qualified Domestic Relations Order (QDRO)?

A. Alternate payees may choose any of the benefit options available to other participants, except a joint and survivor annuity with the alternate payee's spouse as joint annuitant.

Distributions to alternate payees who are spouses or former spouses are subject to 20 percent Federal withholding. The Special Tax Notice beginning on page 7 describes the rollover options available to an alternate payee, or an alternate payee may leave money in the plan until the employee's required beginning date (see next question).

Q. What is a required minimum distribution?



A. The IRS has developed rules that determine when you must begin taking distributions from the plan and how much you must take.

If you have terminated employment, you must begin taking distributions during the year you reach age 70½. However, the first distribution may be delayed until April 1 of the following year. Subsequent distributions must be paid by December 31 each year. This means that in the year after attaining age 70½, participants may receive two minimum distribution payments; the first one on or before April 1, and the second one on or before December 31.

If you are still employed, you are not required to begin taking minimum distributions, unless you are classified as a 5 percent owner of the employer, either directly or through attribution of stock ownership.

The amount of your required distribution is calculated based on your life expectancy factor from the Uniform Lifetime Table published by the IRS. This factor is divided into your account balance. The result is your minimum distribution payment for that year.

The account balance used to calculate minimum distributions is the value on the prior December 31. If the first payment is not made until April 1 of the following year, the account balance from the second preceding December is used.

If you are married and your spouse is your sole beneficiary and more than 10 years younger than you, the Joint Life Expectancy Table is used to determine your life expectancy factor. This results in an extended distribution period.

Minimum distribution payments cannot be rolled over. Since 20 percent Federal withholding does not apply, you can elect whether or not you want Federal withholding.

Special Tax Notice
Regarding Plan Payments and Rollover Options

Your Rollover Options

You are receiving this notice because all or a portion of a payment you are receiving from the Plan may be 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.

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.

<u>If you do a direct rollover</u>, 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.

<u>If you do not do a direct rollover</u>, 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 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).

The Plan Administrator 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
- 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 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

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 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).

You cannot roll over a payment from the Plan to a designated Roth account in an employer plan.

If you are not a plan participant

<u>Payments after death of the participant.</u> 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.

<u>If you are a surviving spouse.</u> 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.

<u>If you are a surviving beneficiary other than a spouse.</u> 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.

<u>Payments under a qualified domestic relations order.</u> 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. 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 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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