
Western States 401(k) Retirement Fund of the OPEIU
c/o John Hancock Retirement Plan Services, LLC
P.O. Box 940
Norwood, MA 02062-0940

March 15, 2022



Visit us at myplan.johnhancock.com or
call us at 1.833.388.6466.

Re: Minimum Distribution

Enclosed is your distribution package. It includes a **MINIMUM DISTRIBUTION FORM, SPOUSAL CONSENT FORM, TAX WITHHOLDING ELECTION FORM** and a **SPECIAL TAX NOTICE REGARDING PLAN PAYMENTS**. You may want to seek the advice of a professional tax advisor prior to choosing a distribution option. **Please review this material carefully.**

To process your request, follow all steps below:

- Step 1: check the option under the Minimum Distribution Election section if applicable*
- Step 2: check an option under the Single Life/Joint and Survivor Annuity or the Optional Forms section*
- Step 3: provide the IRA payee information in the Payee Information for IRA section if you elected to roll over all or a portion of your distribution to an IRA*
- Step 4: sign the MINIMUM DISTRIBUTION FORM where indicated in the Signature section*
- Step 5: attach a signed and witnessed SPOUSAL CONSENT FORM (required only if you are married and do not elect an annuity under the Single Life/Joint Annuity section)*
- Step 6: attach a completed TAX WITHHOLDING ELECTION FORM (required if you elected an option that directs you to complete the form)*
- Step 7: return all pages of the MINIMUM DISTRIBUTION FORM (even if there is no election made on the page)*

Return forms to:

Western States 401(k) Retirement Fund of the OPEIU, PMB #116, 5331 S Macadam Ave, Ste 258, Portland, OR 97239.

Important: Generally, the required minimum distribution ("RMD") must be made no later than April 1 of the year following the year you attain age 70½ if you were born before July 1, 1949, or age 72, if you were born on or after July 1, 1949, or when you terminate employment, if later. If the Plan permits installment payments, subsequent payments must be made by December 31st of each calendar year. If you are a 5% owner, special rules apply regarding the commencement date of distribution. In any event, refer to the Plan's Summary Plan Description and your tax advisor for more details.

In order to process your RMD by December 31, the completed form must be received by John Hancock Retirement Plan Services, LLC by December 12. Please note that the form is valid for 180 days; if the form is expired, contact John Hancock to request a new one. Payment will be sent to the banking account you have provided on myplan.johnhancock.com. If you have not elected direct deposit, distribution checks will be mailed to the address on your account as of the date the check is processed. Checks over \$500,000 are sent via Priority Mail.

You may defer your first RMD until April 1 of the following year with subsequent payments made by December 31 of each year. If you choose to defer payment to April 1, the completed form must be received by John Hancock Retirement Plan Services, LLC by March 1. You will receive two (2) RMDs for the year; the April payment represents the RMD for the prior year and the December payment represents the RMD for the current year.



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Generally, once your annual RMDs have commenced, John Hancock will automatically process your RMD each year around the same date. For example, if your first RMD payment (excluding any RMD payment that was delayed to April) was made in November last year and you make no subsequent withdrawal requests (if permitted by the Plan) before the following November, your next RMD payment will automatically be processed in November. Contact John Hancock before the anniversary date of your last payment if you want to change the timing of your upcoming RMD payment.

Please note that forms returned without original signatures or all necessary attachments, if applicable, will be denied and you will be notified and provided with the reason(s) for denial and any corrective actions. Returning forms to you for correction will delay the processing of your transaction.

If you have any questions about the above, please log on to myplan.johnhancock.com or contact John Hancock at 1.833.388.6466. Participant Service Representatives are available Monday through Friday, 8:00 a.m. to 10:00 p.m. Eastern Time, except on New York Stock Exchange holidays.

Thank you.



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MINIMUM DISTRIBUTION FORM
Western States 401(k) Retirement Fund of the
OPEIU

PARTICIPANT'S NAME	SOCIAL SECURITY NO.

Under federal law, certain participants are required to begin receiving a minimum distribution from the Plan ("RMD"). These participants are 5% owners and terminated participants who have attained age 70½, if born before July 1, 1949, or age 72, if born on or after July 1, 1949. Distributions must generally commence or be made, as applicable, no later than the April 1 of the year following the year you attain age 70½ or age 72, based on your date of birth, or terminate employment, if later. Subsequent minimum required distribution payments must be made by December 31st of each calendar year. If you are a 5% owner, special rules apply regarding the commencement date of distribution. In any event, please refer to the Plan's Summary Plan Description and your tax advisor for more details.

The calculation of your required minimum distribution is generally based on your vested account balance as of the December 31st of the year preceding the distribution and the life expectancy of you and your spouse. It is assumed that your spouse is not more than ten years younger than you and the calculation is made according to the Uniform Life Table under Q&A-2 of the IRS Treasury Regulation Section 1.401(a)(9)-9. However, if your sole designated beneficiary is your spouse who is more than ten years younger than you, your required minimum distribution will be calculated using the Joint and Last Survivor Table under Q&A-3 of the IRS Treasury Regulation Section 1.401(a)(9)-9, and you must complete the following: My spouse is more than ten years younger than I am and is the sole designated beneficiary for this account. My spouse's date of birth is ____ / ____ / ____.

In satisfying this minimum distribution requirement, if your vested account balance exceeds \$5,000, you have the right to receive a monthly annuity that is equivalent in value to your vested account. An annuity is a contract between you and an insurance company that provides monthly payments over your life and the life of your surviving spouse, if provided for in the annuity contract. If you elect an annuity option, it is your responsibility to work with the Plan Administrator to coordinate the purchase of the annuity through an insurance company.

As of the date of the cover letter of this distribution package, your vested account balance is \$_____.

NOTE: If you are married and your vested account balance exceeds \$5,000, you are legally required to receive a joint and survivor annuity, unless you elect an optional form of benefit described below and your spouse consents to such form of benefit by signing the enclosed **SPOUSAL CONSENT FORM**. If your vested account balance is \$5,000 or less, the annuity options are not available to you, and you are not required to submit a **SPOUSAL CONSENT FORM**.

I have read the "Special Tax Notice Regarding Plan Payments," and I hereby make the following request for distribution:

I. MINIMUM DISTRIBUTION ELECTION (Complete this section if you elect to receive only the required minimum distribution. If you make this election, do not complete any other section EXCEPT the SIGNATURE section.)

I am (select one) married / not married, and I elect to have the minimum amount required by federal law distributed to me. (**NOTE:** If you are married, you must attach a properly completed **SPOUSAL CONSENT FORM**.) I understand that the required minimum will be paid to me each year.

I further understand that I will be subject to the optional federal income tax withholding rules, and I must complete a **TAX WITHHOLDING ELECTION FORM**. In the event I am a 5% owner I understand that I must request another **MINIMUM DISTRIBUTION FORM** following my separation of service with the Company and I will be required to make a new payment election.



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PARTICIPANT'S NAME	SOCIAL SECURITY NO.

II. SINGLE LIFE/JOINT AND SURVIVOR ANNUITY (Complete if your vested account balance exceeds \$5,000. If you waive the annuity option, you must complete the Optional Forms section below.)

A. MARITAL STATUS

I am legally married YES NO

If you are married, your spouse must complete the attached **SPousal CONSENT FORM**.

B. ANNUITY ESTIMATES

The annuity options shown below are calculated for illustrative purposes and are based on your vested account balance as shown above, the 1994 Group Annuity Reserving Table and the latest available GATT interest rate, the date of birth on your account, and assuming your spouse has the same date of birth. The estimated annuity options are calculated to begin immediately.

If you would like a revised annuity calculation based on your spouse's actual date of birth, contact John Hancock to request a new **MINIMUM DISTRIBUTION ELECTION FORM**.

You have the option to waive this annuity benefit and receive your minimum distribution under one of the optional forms of benefit described in the Optional Forms section below. If you choose an annuity form of payment, you will satisfy the minimum distribution rules. **If you elect an annuity option, you should work with the Plan Administrator to coordinate the purchase of the annuity through an insurance company. Accordingly, it is important to note that the insurance company's rates may produce a higher or lower annuity than is illustrated here.**

Estimated Benefit		
	You	Your Spouse
Single Life Annuity Monthly payments are made for your lifetime only. There are no death benefits paid to a beneficiary.	\$ _____	\$ 0.00
Joint and 50% Survivor Annuity Monthly payments are made for your lifetime. Upon your death, your spouse will receive 50% of your monthly payment.	\$ _____	\$ _____
Joint and 75% Survivor Annuity Monthly payments are made for your lifetime. Upon your death, your spouse will receive 75% of your monthly payment.	\$ _____	\$ _____



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C. ANNUITY ELECTION – The following election applies to your vested account balance.

- I elect to receive an annuity. I have worked with the Plan Administrator to coordinate its purchase. Make my payment as a rollover to the following insurance company for the purchase of an annuity:

Name of insurance company

Note: The check in the designated amount will be mailed to you and it will be your responsibility to deliver it to the insurance company for the purchase of an annuity.

- I do not want an annuity. Pay my entire vested account in accordance with the form of payment elected in the Optional Forms section. A properly completed **SPOUSAL CONSENT FORM** is also enclosed, if required.

III. OPTIONAL FORMS (Complete if your vested account is \$5,000 or less, or if you have declined the annuity options above.)

NOTE: The following election will apply to the payment of your entire vested account. If you have declined the annuity options above and you are married, your spouse must sign the enclosed **SPOUSAL CONSENT FORM**.

Elect One:

- A. **Payment of Required Minimum and Roll Over of Remainder to an Individual Retirement Account ("IRA")** - I elect to have my vested account distributed in cash and the minimum amount required by federal law paid to me. I also elect to have the remainder of my vested account payable to an IRA.

I understand that the minimum distribution paid directly to me will be subject to the optional federal income tax withholding rules, and I must complete a **TAX WITHHOLDING ELECTION FORM**.

- B. **Payment Paid to Me** - I elect to have my vested account paid to me. I understand that the required minimum distribution portion of my distribution is subject to optional federal income tax withholding, and I must complete a **TAX WITHHOLDING ELECTION FORM**. I also understand that the remainder of my distribution will be subject to mandatory 20% federal income tax withholding and any state tax withholding, if applicable.

- C. **Installments** - My vested account balance exceeds \$5,000, and I elect to have my vested account distributed to me in (select one): [] monthly / [] quarterly / [] annual installments over my life expectancy. I understand that I will be subject to the optional federal income tax withholding rules, and I must complete a **TAX WITHHOLDING ELECTION FORM**.

- D. **Installments** - My vested account balance exceeds \$5,000, and I elect to have my vested account distributed to me in (select one): [] monthly / [] quarterly / [] annual installments over _____ (20 or less) years. I understand that if these installment payments are not sufficient to satisfy the required minimum distribution rules, I may receive an additional payment during the year. Installments paid over 9 or less years are subject to mandatory 20% federal income tax withholding and any state tax withholding, if applicable. Installments made over 10 or more years are subject to



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optional federal income tax withholding rules, and a **TAX WITHHOLDING ELECTION FORM** must be completed.

- E. Installments** - My vested account balance exceeds \$5,000, and I elect to have my vested account distributed to me in (select one): [] monthly / [] quarterly / [] annual installments in the amount of \$_____. I understand that if these installment payments are not sufficient to satisfy the required minimum distribution rules, I may receive an additional payment during the year. I understand that I may be subject to mandatory 20% federal income tax withholding and any state tax withholding, if applicable.
- F. Additional Payment Option - PARTIAL PAYMENT** - My vested account exceeds \$5,000, and I elect to request a partial distribution from my vested account in the amount of \$_____ with the minimum amount required by federal law paid to me. I elect to have the remainder of the requested amount distributed and (select one) [] paid to me / [] payable to an Individual Retirement Account or retirement plan. I acknowledge that if my payment(s) from the Plan are not sufficient to satisfy the required minimum distribution rules, I may receive an additional payment during the year. I understand that to the extent my payment represents my required minimum distribution, such portion cannot be rolled over to an IRA or other retirement plan and is subject to the optional federal income tax withholding rules, and I must complete a Tax Withholding Election Form. I also understand that the taxable portion of any amount in excess of the required minimum distribution may be subject to mandatory 20% federal income tax withholding and any state tax withholding, if applicable.

IV. PAYEE INFORMATION FOR IRA (Complete this section ONLY if you elected an option to roll over all or a portion of your eligible distribution to an IRA.) If you choose to roll over all or a portion of your eligible distribution to an IRA, a check in the designated amount will be mailed to you and it will be your responsibility to deliver it to the financial institution.

Generally, you have the option to roll over your distribution to an IRA or a Roth IRA. Refer to the enclosed *Special Tax Notice* regarding these rollover options and their tax consequences. You may also want to contact a financial advisor. If you want to roll over your distribution to a Roth IRA (Roth conversion), check the Roth IRA box below and fill in the IRA information. If you elect this option, you will be subject to taxes. However, no amount will be withheld from the rollover for payment of these taxes.

Payee Information: My rollover should be made payable to (check one and complete below):

IRA

Roth IRA

IRA Custodian (Financial Institution)



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V. SIGNATURE SECTION

I understand that once payment has commenced, my election made above is irrevocable.

I understand that failure to return this form by January 31 of the year following the year in which I attain age 70½ or age 72, based on my date of birth, will be treated as an affirmative election to receive a minimum distribution in accordance with the provisions of the Plan.

I certify that there is no pending domestic relations order or court approved domestic relations order which has, or will, assign all or part of my vested account to my spouse, former spouse, child or other dependent. I understand that a false statement by me may result in legal damages for which I will be fully responsible.

I understand that I have the option to have this distribution directly deposited into my bank account by accessing myplan.johnhancock.com to set up my banking information or to confirm existing banking information on file, if applicable. I understand that any distribution checks will be mailed to the address on my account as of the date the payment is processed. I also understand that the address of record is used for all tax reporting purposes.

Under penalties of perjury, I certify that:

1. The Social Security number / taxpayer identification number I provided on this form is my correct taxpayer identification number.
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
3. I am a U.S. citizen or other U.S. person, including a U.S. resident alien (as defined in the IRS Form W-9 instructions).

Certification Instructions

You must check the box below if you have been notified by the IRS that you are currently subject to backup withholding because you failed to report all interest and dividends on your tax return.

I am subject to backup withholding as a result of a failure to report all interest and dividends.

Since the Plan is an account held in the United States, you are not required to provide a code indicating that you are exempt from FATCA reporting.

Note: The IRS does not require your consent to any provision of this document other than the certification required to avoid backup withholding.

Signature of Participant: _____ Date: _____



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MINIMUM DISTRIBUTION FORM
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PARTICIPANT'S NAME	SOCIAL SECURITY NO.

TO BE COMPLETED BY PLAN ADMINISTRATOR

The request for the above Participant is: APPROVED NOT APPROVED

If approved, the Custodian is hereby authorized to process the request.

Plan Administrator: _____ *Date:* _____

Date form received by Plan Administrator: _____

Return this form to: Western States 401(k) Retirement Fund of the OPEIU, PMB #116, 5331 S Macadam Ave, Ste 258, Portland, OR 97239.



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SPOUSAL CONSENT FORM
Western States 401(k) Retirement Fund of the
OPEIU

NOTE: This form must be completed by the spouse of the Plan Participant unless the Participant elects 1) a Joint and Survivor Annuity or 2) has a vested account balance of \$5,000 or less. If electing a Joint and Survivor Annuity, it must be with his/her spouse as beneficiary.

PARTICIPANT'S NAME	SOCIAL SECURITY NO.

SPOUSAL CONSENT (To be completed by the spouse of the Participant)

I certify that I am the spouse of the Participant named above. I understand that I have the right to have the Plan pay my spouse's vested account in the form of a joint and survivor annuity (which will provide a lifetime annuity to my spouse with continuing payments to me for my lifetime, provided that I outlive my spouse); and, I hereby agree to give up that right. I understand that by signing this **SPOUSAL CONSENT FORM**, I may receive less money than I would have received under the joint and survivor annuity and that I may receive nothing after my spouse dies, depending on the payment form that my spouse chooses.

I understand that if I do not sign this **SPOUSAL CONSENT FORM**, then my spouse and I will receive payments under the Plan in the form of a joint and survivor annuity.

Spouse's Name (Print)

Signature of Spouse
(Must be signed and dated in presence of Notary)

Date

WITNESSED BY (To be completed by Notary Public or Plan Representative)

NOTARY PUBLIC

State of _____, County of _____, ss.

On this, the _____ day of _____, 20____, before me personally appeared _____ known (or satisfactorily proven) to me to be the person who executed the foregoing Spousal Certification and acknowledged that he or she executed the same as his or her free act and deed. In witness whereof, I hereunto set my hand and official seal.

Signature of Notary Public

(SEAL)

My Commission Expires: _____ / _____ / _____

OR



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SPOUSAL CONSENT FORM
Western States 401(k) Retirement Fund of the
OPEIU

PARTICIPANT'S NAME	SOCIAL SECURITY NO.

PLAN REPRESENTATIVE

Signature of Plan Representative

Date

**Return this form to: Western States 401(k) Retirement Fund of the OPEIU, PMB #116, 5331 S Macadam Ave,
Ste 258, Portland, OR 97239.**



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TAX WITHHOLDING ELECTION FORM
Western States 401(k) Retirement Fund of the
OPEIU

PAYEE'S NAME	SOCIAL SECURITY NO.

NOTE: Do not complete this form if you elect to have your vested account paid to you in a lump sum, unless it is a required minimum distribution. Refer to your Election Form to determine whether this form is required.

Use this form to elect to have no federal income tax withheld from your distribution (**excluding eligible rollover distributions**) or to have additional amounts of tax withheld from your distribution. Whether or not you elect to have federal income tax withheld, you are liable for payment of federal income tax on the taxable portion of your distribution. If you elect to have no amount withheld from your distribution, or if you do not have enough federal income tax withheld, you may be responsible for payment of estimated tax. You may incur penalties under the estimated tax rules if your withholding and estimated tax payments are not sufficient, particularly if you have other sources of income not subject to withholding (such as interest, dividends, taxable Social Security). If federal income tax is withheld from your distribution, state income tax, if applicable, will also be withheld and your distribution will be reduced by such amounts. If your state does not require mandatory state income tax withholding, you may elect to have state income tax withheld and your distribution will be reduced accordingly.

- **Periodic Payments** - If you do not return this form or fail to provide all required information and you elect annuity or installment payments for a period of 10 or more years, federal and any applicable state income tax will be withheld from the taxable portion of your payments as if you were a married individual claiming three withholding allowances.
- **Nonperiodic Payments (for Required Minimum Distributions and IRA Account Holders)** - If you do not return this form and elect a lump sum distribution, 10% federal and any applicable state income tax will be withheld from the taxable portion of your distribution.

Your tax withholding election will remain in effect until you cancel it. You may change or cancel your election at any time by requesting a new form by contacting John Hancock. You may obtain additional instructions and worksheets to assist you in completing this form by requesting the official IRS Form W-4P at 1-800-TAX-FORM or on the Internet at www.irs.ustreas.gov. You may want to seek the advice of a professional tax advisor prior to completing this form.

I. ELECTION FOR WITHHOLDING

Elect One:

- A. I do not elect** to have federal or state income tax withheld from my distribution payments. (Skip Section II and sign Section III.)
- B. I elect** to have federal and/or state income tax withheld from my distribution payments. (Complete Option A or B in Section II and sign Section III.)
-

II. TAX WITHHOLDING (Complete Option A if you want withholding based on marital status and allowances or Option B if you want withholding based on a flat dollar amount.)

Elect One:

- A. WITHHOLDING BASED ON MARITAL STATUS AND ALLOWANCES** - Withhold federal and applicable state income tax based on my marital status and number of allowances as indicated below. I understand that my marital status and number of allowances will be used to determine the amount of federal and applicable state income tax withheld from my payment and that if the amount of my payment is such that no tax withholding is required based on my election, no withholding will occur unless I indicate an additional dollar amount to be withheld.
-



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TAX WITHHOLDING ELECTION FORM
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PAYEE'S NAME	SOCIAL SECURITY NO.

Marital Status: Single Married Married, but withhold at higher Single rate

Total number of allowances: _____

Additional amount, if any, to be withheld for federal income tax: \$_____

Flat dollar amount to be withheld for state income tax: \$_____

Note: If your state requires state income tax withholding and you elect federal withholding, the required state amount will be withheld unless you request a dollar amount that is greater than the amount required by law. If your state does not have state income tax, no state tax will be withheld.

B. WITHHOLDING BASED ON A FLAT DOLLAR AMOUNT - Withhold federal and state income tax as indicated below.

Amount to be withheld for federal income tax: \$_____

Amount to be withheld for state income tax: \$_____

Note: If your state requires state income tax withholding and you elect federal withholding, the required state amount will be withheld unless you request a dollar amount that is greater than the amount required by law. If your state does not have state income tax, no state tax will be withheld.

III. SIGNATURE

I certify that the information provided on this form is correct.

Your Signature: _____ Date: _____

Return this form to: Western States 401(k) Retirement Fund of the OPEIU, PMB #116, 5331 S Macadam Ave, Ste 258, Portland, OR 97239.



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SPECIAL TAX NOTICE REGARDING PLAN PAYMENTS ROLLOVER OPTIONS

You are receiving this notice because all or a portion of a payment that you are eligible to receive from the Western States 401(k) Retirement Fund of the OPEIU (the "Plan") is eligible to be rolled over to an IRA or an employer plan or because all or a portion of your payment is eligible to be rolled over to a Roth IRA or designated Roth account in an employer plan. This notice is intended to help you decide whether to do such a rollover.

This notice describes the rollover rules that apply to payments from the Plan. Where these rules differ, based on whether the payment is from a designated Roth account or an account that is not a designated Roth account, those differences will be specified in each section of this notice.

You may have the right to defer your distribution which is described in the "Right to Defer Distribution" section. 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.

RIGHT TO DEFER DISTRIBUTION

Depending on your vested account balance and the Plan provisions, you may be able to defer distribution of your account. If you are eligible to defer and elect to do so, you may continue to invest your account in the Plan's investment options to the extent permitted by the Plan. By deferring distribution you will have access to investment options that may not be generally available on similar terms outside the Plan. Fees and expenses (including administrative or investment-related fees) outside the Plan may be different than those that apply to your account under the Plan. Refer to the Plan's Summary Plan Description ("SPD") or contact John Hancock at myplan.johnhancock.com or at 1.833.388.6466 to determine if the option to defer distribution is available to you. Your account will be subject to any restrictions and/or fees disclosed in the SPD, enrollment materials, and any required notices, copies of which you previously received. Additional copies as well as detailed Plan and investment information are available through John Hancock.

GENERAL INFORMATION ABOUT ROLLOVERS

How can a rollover affect my taxes?

Not a designated Roth account

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 (generally, distributions made before age 59½), 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 to the 10% additional income tax applies). If you do a rollover to a Roth IRA, any amounts not previously included in your income will be taxed currently (see the section below titled "If you roll over your payment to a Roth IRA [Not a designated Roth account]").

Designated Roth account

After-tax contributions included in a payment from a designated Roth account are not taxed, but earnings might be taxed. The tax treatment of earnings included in the payment depends on whether the payment is a qualified distribution. If a payment is only part of your designated Roth account, the payment will include an allocable portion of the earnings in your designated Roth account.

If the payment from the Plan is not a qualified distribution and you do not do a rollover to a Roth IRA or a designated Roth account in an employer plan, you will be taxed on the portion of the payment that is earnings. If you are under age 59½, a 10% additional income tax on early distributions (generally, distributions made before age 59½) will also apply to the earnings (unless an exception applies). However, if you do a rollover, you will not have to pay taxes currently on the earnings and you will not have to pay taxes later on payments that are qualified distributions.

If the payment from the Plan is a qualified distribution, you will not be taxed on any part of the payment even if you do not do a rollover. If you do a rollover, you will not be taxed on the amount you roll over and any earnings on the amount you roll over will not be taxed if paid later in a qualified distribution.

A qualified distribution from a designated Roth account in the Plan is a payment made after you reach age 59½ (or after your death or disability) and after you have had a designated Roth account in the Plan for at least 5 years. In applying the 5-year rule, you count from January 1 of the year your first contribution was made to the designated Roth account. However, if you did a direct rollover to a designated Roth account in the Plan from a designated Roth account in another employer plan, your participation will count from January 1 of the year your first contribution was made to the designated Roth account in the Plan or, if earlier, to the designated Roth account in the other employer plan.

What types of retirement accounts and plans may accept my rollover?

Not a designated Roth account

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, IRAs are not subject to spousal consent rules 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.

Designated Roth account

You may roll over the payment to either a Roth IRA (a Roth individual retirement account or Roth individual retirement annuity) or a designated Roth account in an employer plan (a tax-qualified plan, section 403(b) plan, or governmental section 457 plan) that will accept the rollover. The rules of the Roth IRA or employer plan that holds the rollover will determine your investment options, fees, and rights to payment from the Roth IRA or employer plan (for example, Roth IRAs are not subject to spousal consent rules and Roth IRAs may not provide loans). Further, the amount rolled over will become subject to the tax rules that apply to the Roth IRA or the designated Roth account in the employer plan. In general, these tax rules are similar to those described elsewhere in this notice, but differences include:

- If you do a rollover to a Roth IRA, all of your Roth IRAs will be considered for purposes of determining whether you have satisfied the 5-year rule (counting from January 1 of the year for which your first contribution was made to any of your Roth IRAs).
- If you do a rollover to a Roth IRA, you will not be required to take a distribution from the Roth IRA during your lifetime and you must keep track of the aggregate amount of the after-tax contributions in all of your Roth IRAs (in order to determine your taxable income for later Roth IRA payments that are not qualified distributions).
- Eligible rollover distributions from a Roth IRA can only be rolled over to another Roth IRA.

How do I do a rollover?

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

If you do a direct rollover, the Plan will make the payment directly to your IRA or an employer plan, or if your payment is from a designated Roth account, to your Roth IRA or designated Roth account in an employer plan. You should contact the IRA or Roth IRA sponsor or the administrator of the employer plan for information on how to do a direct rollover.

If you do not do a direct rollover, you may still do a rollover by making a deposit within 60 days based on the rules below:

Not a designated Roth account

You may make a deposit into an IRA or eligible employer plan that will accept it. Generally, 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).

SPECIAL TAX NOTICE REGARDING PLAN PAYMENTS

ROLLOVER OPTIONS

Designated Roth account

You may make a deposit (generally within 60 days) into a Roth IRA, whether the payment is a qualified or nonqualified distribution. In addition, you can do a rollover by making a deposit within 60 days into a designated Roth account in an employer plan if the payment is a nonqualified distribution and the rollover does not exceed the amount of the earnings in the payment. You cannot do a 60-day rollover to an employer plan of any part of a qualified distribution. If you receive a distribution that is a nonqualified distribution and you do not roll over an amount at least equal to the earnings allocable to the distribution, you will be taxed on the amount of those earnings not rolled over, including the 10% additional income tax on early distributions if you are under age 59½ (unless an exception applies).

If you do a direct rollover of only a portion of the amount paid from the Plan and a portion is paid to you at the same time, the portion directly rolled over consists first of earnings.

If you do not do a direct rollover and the payment is not a qualified distribution, the Plan is required to withhold 20% of the earnings 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 to a Roth IRA, you must use other funds to make up for the 20% withheld.

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 joint lives or joint life expectancies of you and your beneficiary);
- Required minimum distributions after age 70½ (if you were born before July 1, 1949), after age 72 (if you were born after June 30, 1949), or after death;
- Hardship distributions;
- Payments of employee stock ownership plan (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;
- Payments of certain automatic enrollment contributions that you request to withdraw within 90 days of your first contribution;
- Amounts treated as distributed because of a prohibited allocation of S corporation stock under an ESOP (also, there generally will be adverse tax consequences if you roll over a distribution of S corporation stock to an IRA); and
- Distributions of certain premiums for health and accident insurance.

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

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

This tax applies to the part of the distribution that you must include in income and is in addition to the regular income tax on the payment (or earnings for a designated Roth account) not rolled over.

Not a designated Roth account

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.

Designated Roth account

If a payment is not a qualified distribution and you are under age 59½, you will have to pay the 10% additional income tax on early distributions with respect to the earnings allocated to the payment that you do not roll over (including amounts withheld for income tax), unless one of the exceptions listed below applies.

Exceptions: 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 joint lives or joint life expectancies of you and your beneficiary);

- Payments from a governmental plan made after you separate from service if you are a qualified public safety employee and you will be 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 of up to \$5,000 made to you from a defined contribution plan if the payment is a qualified birth or adoption distribution;
- Payments up to the amount of your deductible medical expenses (without regard to whether you itemize deductions for the taxable year);
- 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 that you request to withdraw within 90 days of your first contribution;
- Payments excepted from the additional income tax by federal legislation relating to certain emergencies and disasters; and
- Phased retirement payments made to federal employees (not applicable to *designated Roth account*).

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 on the part of the distribution that you must include in income, 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:

- The exception for payments after you separate from service if you will be at least age 55 in the year of the separation (or age 50 for qualified public safety employees) does not apply;
- 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); and
- 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.

Additional exceptions apply for payments from an IRA, including:

- Payments for qualified higher education expenses;
- Payments up to \$10,000 used in a qualified first-time home purchase; and
- Payments for health insurance premiums after you have received unemployment compensation for 12 consecutive weeks (or would have been eligible to receive unemployment compensation but for self-employed status).

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

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

- The exception for payments made after you separate from service if you will be at least age 55 in the year of separation (or age 50 for qualified public safety employees) does not apply;
- 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 a Roth IRA of a spouse or former spouse); and

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ROLLOVER OPTIONS

- 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.

Additional exceptions apply for payments from a Roth IRA, including:

- Payments for qualified higher education expenses;
- Payments up to \$10,000 used in a qualified first-time home purchase; and
- Payments for health insurance premiums 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 address any State or local income tax rules (including withholding rules).

SPECIAL RULES AND OPTIONS

If your payment includes after-tax contributions

Not a designated Roth account

After-tax contributions included in a payment are not taxed. If you receive a partial payment of your total benefit, an allocable portion of your after-tax contributions is included in the payment, so you cannot take a payment of only after-tax contributions. However, 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 the payment. In addition, special rules apply when you do a rollover, as described below.

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 at the same time the rest is paid to you, the portion rolled over consists first of the amount that would be taxable if not rolled over. For example, assume you are receiving a distribution of \$12,000, of which \$2,000 is after-tax contributions. In this case, if you directly roll over \$10,000 to an IRA that is not a Roth IRA, no amount is taxable because the \$2,000 amount not rolled over is treated as being after-tax contributions. If you do a direct rollover of the entire amount paid from the Plan to two or more destinations at the same time, you can choose which destination receives the after-tax contributions.

Similarly, if you do a 60-day rollover to an IRA of only a portion of a payment made to you, the portion rolled over consists first of the amount that would be taxable if not rolled over. For example, assume you are receiving a distribution of \$12,000, of which \$2,000 is after-tax contributions, and no part of the distribution is directly rolled over. In this case, if you roll over \$10,000 to an IRA that is not a Roth 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. Under certain circumstances, you may claim eligibility for a waiver of the 60-day rollover deadline by making a written self-certification. Otherwise, to apply for a waiver from the IRS, 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-A, *Contributions to Individual Retirement Arrangements (IRAs)*.

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

Not a designated Roth account

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, generally, the Plan. The Plan administrator can tell you the amount of any net unrealized appreciation.

Designated Roth account

If you receive a payment that is not a qualified distribution and you do not roll it over, you can apply a special rule to payments of employer stock (or other employer securities) that are 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 included in the earnings in the payment will not be taxed when distributed to you from the Plan and will be taxed at capital gain rates when you sell the stock. If you do a rollover to a Roth IRA for a nonqualified distribution that includes employer stock (for example, by selling the stock and rolling over the proceeds within 60 days of the distribution), you will not have any taxable income and the special rule relating to the distributed employer stock will not apply to any subsequent payments from the Roth IRA or, generally, the Plan. Net unrealized appreciation is generally the increase in the value of the employer stock after it was acquired by the Plan. The Plan administrator can tell you the amount of any net-unrealized appreciation.

If you receive a payment that is a qualified distribution that includes employer stock and you do not roll it over, your basis in the stock (used to determine gain or loss when you later sell the stock) will equal the fair market value of the stock at the time of the payment from the Plan.

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 outstanding 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.

How long you have to complete the rollover depends on what kind of plan loan offset you have. If you have a qualified plan loan offset, you will have until your tax return due date (including extensions) for the tax year during which the offset occurs to complete your rollover. A qualified plan loan offset occurs when a plan loan in good standing is offset because your employer plan terminates, or because you sever from employment. If your plan loan offset occurs for any other reason (such as a failure to make level loan repayments that results in a deemed distribution), you have 60 days from the date the offset occurs to complete your rollover.

Not a designated Roth account

Generally, you may roll over all or any portion of the offset amount. Any offset amount that is not rolled over will be taxed (including the 10% additional income tax on early distributions, unless an exception applies). You may roll over offset amounts to an IRA or an employer plan (if the terms of the employer plan permit the plan to receive plan loan offset rollovers).

Designated Roth account

Generally, you may roll over all or any portion of the offset amount. If the distribution attributable to the offset is not a qualified distribution and you do not roll over the offset amount, you will be taxed on any earnings included in the distribution (including the 10% additional income tax on the early distributions, unless an exception applies). You may roll over the earnings included in the loan offset to a Roth IRA or designated Roth account in an employer plan (if the terms of the employer plan permit the plan to receive plan loan offset rollovers). You may also roll over the full amount of the offset to a Roth IRA.

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If you were born on or before January 1, 1936

Not a designated Roth account

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 tax on the payment might apply to you. For more information, see IRS Publication 575, *Pension and Annuity Income*.

If you receive a nonqualified distribution and were born on or before January 1, 1936

Designated Roth account

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

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

If the Plan is a governmental section 457(b) plan, the same rules described elsewhere in this notice generally apply, allowing you to roll over the payment to an IRA or an employer plan that accepts rollovers.

Not a designated Roth account

One difference is that, if you do not do a rollover, you will not have to pay the 10% additional income tax on early distributions from the Plan even if you are under age 59½ (unless the payment is from a separate account holding rollover contributions that were made to the Plan from a tax-qualified plan, a section 403(b) plan, or an IRA). However, if you do a rollover to an IRA or an employer plan that is not a governmental section 457(b) plan, a later distribution made before age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies). Other differences include that you cannot do a rollover if the payment is due to an "unforeseeable emergency" and the special rules under "If your payment includes employer stock that you do not roll over" and "If you were born on or before January 1, 1936" do not apply.

Designated Roth account

One difference is that, if you receive a payment that is not a qualified distribution and you do not roll it over, you will not have to pay the 10% additional income tax on early distributions with respect to the earnings allocated to the payment that you do not roll over, even if you are under age 59½ (unless the payment is from a separate account holding rollover contributions that were made to the Plan from a tax-qualified plan, a section 403(b) plan, or an IRA). However, if you do a rollover to an IRA or an employer plan that is not a governmental section 457(b) plan, a later distribution that is not a qualified distribution made before age 59½ will be subject to the 10% additional income tax on earnings allocated to the payment (unless an exception applies). Other differences include that you cannot do a rollover if the payment is due to an "unforeseeable emergency" and the special rules under "If your payment includes employer stock that you do not roll over" and "If you receive a nonqualified distribution and you were born on or before January 1, 1936" do not apply.

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

Not a designated Roth account

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 receive a nonqualified distribution, are an eligible retired public safety officer, and your payment is used to pay for health coverage or qualified long-term care insurance

Designated Roth account

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 nonqualified distributions 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

Not a designated Roth account

If you roll over a payment from the Plan 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. In general, the 10% additional income tax on early distributions will not apply. However, if you take the amount rolled over out of the Roth IRA within the 5-year period that begins on January 1 of the year of the rollover, the 10% additional income tax will apply (unless an exception applies).

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 reach age 59½ (or after your death or disability, or as a qualified first-time home buyer 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-A, *Contributions to Individual Retirement Arrangements (IRAs)*, and Publication 590-B, *Distributions from Individual Retirement Arrangements (IRAs)*.

If your Plan permits a rollover to a designated Roth account in the Plan

Not a designated Roth account

You cannot roll over a distribution to a designated Roth account in another employer's plan. However, you can roll the distribution over to a designated Roth account in the distributing plan. If you roll over a payment from the Plan to a designated Roth account in the Plan, the amount of the payment rolled over (reduced by any after-tax amounts directly rolled over) will be taxed. In general, the 10% additional income tax on early distributions will not apply. However, if you take the amount rolled over out of the designated Roth account within the 5-year period that begins on January 1 of the year of the rollover, the 10% additional income tax will apply (unless an exception applies).

If you roll over the payment to a designated Roth account in the Plan, later payments from the designated Roth account that are qualified distributions will not be taxed (including earnings after the rollover). A qualified distribution from a designated Roth account is a payment made both after you are age 59½ (or after your death or disability) and after you have had a designated Roth account in the Plan for at least 5 years. In applying this 5-year rule, you count from January 1 of the year your first contribution was made to the designated Roth account. However, if you made a direct rollover to a designated Roth account in the Plan from a designated Roth account in a plan of another employer, the 5-year period begins on January 1 of the year you made the first contribution to the designated Roth account in the Plan or, if earlier, to the designated Roth account in the plan of the other employer. Payments from the designated Roth account that are not qualified distributions will be taxed to the extent of earnings after the rollover, including the 10% additional income tax on early distributions (unless an exception applies).

If you are not a Plan participant

Payments after death of the participant. If you receive a distribution after the participant's death that you do not roll over, the distribution generally will be taxed in the same manner described elsewhere in this notice. For designated Roth accounts, whether the payment is a qualified distribution generally depends on when the participant first made a contribution to the designated Roth account in the Plan. Also, the 10% additional income tax on early distributions and the special rules for public safety officers do not apply, the special rule described under the section, "If you were born on or before January 1, 1936," applies only if the deceased participant was born on or before January 1, 1936, and the special rule described under the section, "If you receive a nonqualified distribution and you were born on or

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before January 1, 1936," applies only if the deceased participant was born on or before January 1, 1936.

If you are a surviving spouse. If you receive a payment from the Plan as the surviving spouse of a deceased participant, you have the same rollover options that the participant would have had, as described elsewhere in this notice.

Not a designated Roth account

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 were born before July 1, 1949) or age 72 (if you were born after June 30, 1949).

If you treat the IRA as an inherited IRA, payments from the IRA will not be subject to the 10% additional income tax on early distributions. However, if the participant had started taking required minimum distributions, you will have to receive required minimum distributions from the inherited IRA. If the participant had not started taking required minimum distributions from the Plan, you will not have to start receiving required minimum distributions from the inherited IRA until the year the participant would have been age 70½ (if born before July 1, 1949) or age 72 (if born after June 30, 1949).

Designated Roth account

If you choose to do a rollover to a Roth IRA, you may treat the Roth IRA as your own or as an inherited Roth IRA.

A Roth IRA you treat as your own is treated like any other Roth IRA of yours, so that you will not have to receive any required minimum distributions during your lifetime and earnings paid to you in a nonqualified distribution before you are age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies).

If you treat the Roth IRA as an inherited Roth IRA, payments from the Roth IRA will not be subject to the 10% additional income tax on early distributions. An inherited Roth IRA is subject to required minimum distributions. If the participant had started taking required minimum distributions from the Plan, you will have to receive required minimum distributions from the inherited Roth IRA. If the participant had not started taking required minimum distributions, you will not have to start receiving required minimum distributions from the inherited Roth IRA until the year the participant would have been age 70½ (if the participant was born before July 1, 1949) or age 72 (if the participant was born after June 30, 1949).

If you are a surviving beneficiary other than a spouse.

Not a designated Roth account

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.

Designated Roth account

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 Roth IRA. Payments from the inherited Roth IRA, even if made in a nonqualified distribution, will not be subject to the 10% additional income tax on early distributions. You will have to receive required minimum distributions from the inherited Roth IRA.

Payments under a QDRO. If you are the spouse or former spouse of the participant who receives a payment from the Plan under a QDRO, you generally have the same options and the same tax treatment that the participant would have (for an account that is not a designated Roth account, for example, you may roll over the payment to your own IRA or an eligible employer plan that will accept it; for a designated Roth account, for

example, you may roll over the payment to your own Roth IRA or to a designated Roth account in 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, and the payment is not a qualified distribution from a designated Roth account, the Plan is generally required to withhold 30% (instead of withholding 20%) of the payment (or earnings portion of the payment from a designated Roth account that is not a qualified distribution) 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 1040-NR 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 fewer than 10 years, your choice whether to do a direct rollover will apply to all later payments in the series (unless you make a different choice for later payments).

You may have special rollover rights if you recently served in the U.S. Armed Forces. For more information on special rollover rights related to the U.S. Armed Forces, see IRS Publication 3, *Armed Forces' Tax Guide*. You also may have special rollover rights if you were affected by a federally declared disaster (or similar event), or if you received a distribution on account of a disaster. For more information on special rollover rights related to disaster relief, see the IRS website, at www.irs.gov.

Not a designated Roth account

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 federal income taxes. However, you may do a 60-day rollover.

For Plans with mandatory cash out—Unless you elect otherwise, a mandatory cash out (as described in the Plan's summary plan description (SPD)) will be directly rolled over to an IRA chosen by the plan administrator or the payor. A mandatory cash out 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. Please refer to the Plan's SPD to determine if the \$5,000 threshold includes any rollover contributions made to your account.

Designated Roth account

If your payments for the year (only including payments from the designated Roth account in the Plan) are less than \$200, 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 can do a 60-day rollover.

For Plans with mandatory cash out—Unless you elect otherwise, a mandatory cash out (as described in the Plan's summary plan description (SPD)) will be directly rolled over to a Roth IRA chosen by the plan administrator or the payor. A mandatory cash out 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. Please refer to the Plan's SPD to determine if the \$5,000 threshold includes any rollover contributions made to your account.

FOR MORE INFORMATION

You may wish to consult with the Plan administrator or payor, or a professional tax advisor, before taking a payment from the Plan. Also, you can find more detailed information on the federal tax treatment of payments from employer plans in: IRS Publication 575, *Pension and Annuity Income*; IRS Publication 590-A, *Contributions to Individual Retirement Arrangements (IRAs)*; IRS Publication 590-B, *Distributions from 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.