Print Reset Save

Fidelity INVESTMENTS

Questions? Go to Fidelity.com/rmd or call 800-343-3548.

Automatic Withdrawals—Defined Contribution Retirement Plan

Use this form to request automatic withdrawals on a regular basis or to request Fidelity to calculate and establish a required minimum distribution (RMD) plan for a Fidelity Self-Employed 401(k), Profit Sharing, or Money Purchase Plan account. Do NOT use this form for a Traditional, Rollover, Roth, SEP, SIMPLE, or Inherited IRA; a nonretirement account; or an annuity. Go to *Fidelity.com/forms* to find the appropriate form. Not available to nonresident aliens due to tax-withholding requirements. Type on screen or fill in using CAPITAL letters and black ink. If you need more room for information or signatures, make a copy of the relevant page.

Helpful to Know

- Only one automatic withdrawal plan is permitted per account. To set up automatic withdrawal plans for more than one account, complete a separate form for each account.
- Distributions from the Defined Contribution Retirement Plan [i.e., Profit Sharing, Money Purchase Pension Plan, or Self-Employed 401(k) Plan] are only permitted when a participant reaches a triggering event as defined in Section 2. Distributions for any other reason may result in plan disqualification. You are encouraged to consult your tax advisor regarding the tax implications associated with each distribution.
- You should also confirm that Fidelity has your most current address prior to submission so that we can withhold appropriate taxes. See the General Instructions and the Marginal Rate Tables contained in the IRS Form W-4R at *Fidelity.com/W-4R* for additional information. To update your address, go to *Fidelity.com*.
- If you are terminating your plan, please note that plan assets must be distributed as soon as administratively feasible, generally within one year of the plan termination effective date. To request a single distribution, complete the *One-Time Withdrawal—Defined Contribution Retirement Plan* form. You should consult a tax advisor to ensure that you have taken all the necessary steps to properly terminate your plan.
- Distributions to married participants from any money purchase plan and certain profit-sharing plans must be made in the form of a joint and survivor annuity, unless your spouse waives this right by providing spousal consent in Section 8. Spousal consent is not required for RMDs.
- For mutual funds, note that:
  - Withdrawals could trigger redemption or transaction fees (see the applicable fund prospectus).
  - If a fund is closed to new investors, you will not be able to purchase new shares of the fund in the future if you draw your fund balance down to zero.

For RMD Plans

- For RMDs, return this form no later than November 30 or March 1, as applicable, to allow adequate time for processing. Fidelity cannot assume responsibility for making your distribution by the April 1 IRS deadline for your initial RMD or the December 31 deadline for subsequent year RMDs.
- It is your responsibility to ensure that your withdrawals comply with IRS rules and deadlines for RMDs. You may want to consult a tax advisor.
- Your RMD is calculated using assets in your Defined Contribution Retirement Plan account [Money Purchase or Profit Sharing, including Self-Employed 401(k)] as you have specified on this form as of the prior December 31, adjusted for outstanding rollovers and transfers if you have specified that in the Calculation Adjustments section. If you maintain Retirement Plan accounts at other institutions, you are required to calculate your RMD for your non-Defined Contribution Retirement Plan accounts separately.
- RMD amounts are generally calculated using the Uniform Lifetime Table (applies a standard joint life expectancy factor based on your age). The one exception applies if your sole primary beneficiary is your spouse who is more than 10 years younger than you. If so, the Spousal Exception Joint Life Expectancy Table is used (applies a joint life expectancy factor based on both your age and your spouse's age that will generally result in a lower RMD amount). Both IRS tables are available online at *Fidelity.com*.
- At the beginning of each year, Fidelity determines which IRS table to apply for the beneficiary designations on file at that time. **Important: Keep your beneficiary information current to help ensure that proper calculations are performed.** Fidelity will not automatically update your RMD plan until January of the year following the year in which you make a beneficiary change. Note that IRS rules generally permit the Spousal Exception Table to be used only if your spouse is the sole primary beneficiary **for the entire year.** Because of this, it may be necessary for you to take an additional withdrawal to satisfy your RMD in the year of a beneficiary change. Please consult your tax advisor to determine how a beneficiary change may affect your individual situation.
- Upon establishment of this Automatic Withdrawal Plan and each year thereafter, you will be sent a Revised Account Profile indicating the RMD amount to be distributed under the plan for that year, and the Life Expectancy Table that was used. If the Spousal Exception is applied, the Account Profile will confirm the name and date of birth of your spouse beneficiary.

Form continues on next page. ▶▶

1. Account Owner

Name	Fidelity Account Number

Social Security or Taxpayer ID Number	Date of Birth *MM DD YYYY*

Type of Account Included

Check only one.

- ☐ *Money Purchase*
- ☐ Profit Sharing [includes Self-Employed 401(k)]

2. Request Type and Reason

Type of Request

Check one.

- ☐ ESTABLISH a new automatic withdrawal plan
- ☐ CHANGE an existing automatic withdrawal plan

Type of Automatic Withdrawal Plan *Examples: Fixed Dollar Amount, RMD*

If selected, skip to Signatures and Dates section.

- ☐ DELETE an existing automatic withdrawal plan

Type of Automatic Withdrawal Plan *Examples: Fixed Dollar Amount, RMD*

Reason for Distribution

Check one.

- ☐ Normal *You are AT LEAST 59½ when your first distribution occurs.*
- ☐ Severance from employment *You are younger than 59½ when your first distribution occurs, have no disability that meets the IRS definition, and are not requesting substantially equal periodic payments (SEPPs). IRS early distribution penalty may apply.*
- ☐ Disability *You are younger than 59½ at time of distribution. Must qualify under the Plan definition of "disability" as defined in Article 2.16 of the Defined Contribution Retirement Plan.*

3. Select Your Automatic Withdrawal Plan Type

Check one.

- ☐ Fixed Dollar Amount

Amount
$

Your RMD amount will be calculated using the account number specified on the form.

- ☐ *Required Minimum Distribution (RMD)*

Calculation Adjustments *Optional.*

Check one, if applicable.

- ☐ Provide the 12/31 market value of any assets that were in the process of being transferred or rolled over to a Defined Contribution Retirement Plan last year, but were not included in last year's 12/31 market value as reported by Fidelity:

Amount
$

- ☐ Reduce this year's automatic distribution amount by the amount of the distributions already made this year, as indicated below:

Amount
$

Form continues on next page.

4. Distribution Schedule

Distribution payments may be made earlier or later depending on market availability. Examples include payments that are scheduled for a day when the stock market is closed or for a day that doesn't exist in every month (29th–31st), or payments scheduled close to the beginning or end of the year. For custom frequency options, call Fidelity. If no frequency is indicated, you will receive annual distributions on the 5th of every December.

If you are setting up your withdrawal plan midyear to take an RMD, your entire RMD for the current year will be paid out evenly over the remaining number of scheduled payments in the year.

Check ONLY one and provide start date.

☐ Annually
☐ Quarterly
☐ Monthly

Start Date *MM DD YYYY*

First-Year RMD *Optional. Complete only if you have selected the RMD option in Section 3.*

For the year in which you reach RMD age, you may defer your first RMD until April 1 of the following year. If you are choosing this option for your RMD plan, please make sure the start date above is a date after the date you indicate in this section. You may want to consult a tax advisor.

☐ If you turn 73 THIS year, defer THIS year's RMD until this date:

Date of Deferred First RMD *MM DD YYYY*

Date must be on or before April 1 of NEXT year.

☐ If you turned 73 LAST year, defer LAST year's RMD until this date:

Date of Deferred First RMD *MM DD YYYY*

Date must be on or before April 1 of THIS year.

5. Funding Your Distribution

You can choose to fund your distribution in one of two ways, as described below. If your distribution is from a Fidelity managed account, ▷ skip to Section 6.

Proportional Distributions

Distributions will be withdrawn from the Eligible Positions in the account identified in Section 1. Eligible Positions include your core position (for brokerage Defined Contribution Retirement Plans), all Fidelity mutual funds, and those non-Fidelity mutual funds available through Fidelity® FundsNetwork® where the mutual fund company has agreed to make the fund available for automatic distributions.

☐ Distribute proportionally from all Eligible Positions in the account.

▷ *Default if no choice indicated.*

Fixed Amount/Percentage Distributions

All funds listed must be held in the account listed in Section 1. ▶ ☐ Liquidate and distribute ONLY from these positions in the amount or percentage listed:

Use the "Amount" column ONLY if you chose the "Fixed Dollar Amount" option in Section 3. The combined total amount must equal the amount indicated in Section 3.

For Fixed Dollar Amount plans only.

Core Position or Fund Name/Number	Amount		Percentage
	$	OR	.0%
	$	OR	.0%
	$	OR	.0%
	$	OR	.0%
	$	OR	.0%

Total must add up to 100%. 0 .0%

Funding Your Distribution continues on next page. ▶▶

NOT applicable to Fidelity managed accounts.

Secondary Withdrawal Instructions for Fixed Amount/Percentage Distributions:
Will be used if there are insufficient funds in the above core position or fund name(s)/number(s); and will be distributed from any Eligible Positions with the lowest value to the highest value.

☐ Any core position, and then any non-core money market position(s)

☐ Any core position, then any non-core money market position(s), and then any other mutual fund position(s)
▷ *Default if no choice indicated.*

6. Distribution Method

You must obtain a Medallion signature guarantee if directing to a Fidelity account of which you are not the owner, or if the requested per-payment amount is over $100,000.

Check one and provide any required information.

☐ Directly deposited into a Fidelity nonretirement brokerage account. *Deposits will be made the core position. Requires a Medallion signature guarantee if going to an account of which you are not the owner.*

Fidelity Nonretirement Account Number

☐ Directly deposited into a Fidelity nonretirement mutual fund account. *The first three characters of the account number are 2 followed by two letters (example: 2AB-123456).*

Fidelity Nonretirement Account Number	Fidelity Fund Name or Symbol *Mutual fund accounts ONLY.*

If you ONLY have one set of EFT instructions already established for the account referenced in Section 1, check the box and skip to Section 7. Otherwise, complete the entire section.

☐ Electronic funds transfer (EFT) to a bank or credit union account. *To add EFT to an account, go to Fidelity.com/eft or provide your bank information below.* ***The Fidelity account and bank account must have one common owner. You must attach a voided check, deposit slip, or bank statement with the account number and all owner names preprinted on it.***

If EFT cannot be established for any reason, a check will be sent to your address of record.

☐ Checking ☐ Savings

Provide bank information ONLY if establishing new EFT instructions OR if you have multiple EFT instructions available for the account referenced in Section 1.

Owner(s) Name(s) Exactly as on Bank Account	
Bank Routing/ABA Number	Bank Name
Checking or Savings Account Number	

☐ Check mailed to the address of record ▷ *Default if no choice indicated or if we are unable to process your choice.*

7. Tax Withholding

Mandatory 20% Withholding
Per IRS rules, you **cannot** elect out of the 20% federal tax withholding if your distribution is eligible to be rolled over/converted and you have elected a different payment method. This mandatory withholding of 20% does not apply if you are taking your RMD. **Note:** Any amount you request above the required RMD for the year will be subject to mandatory withholding.

Distributions not subject to the Mandatory 20% Withholding
For periodic withdrawals that are not subject to the 20% withholding as described above, such as RMDs, the default withholding rate is 10%. You can choose to have a different rate by entering a rate between 0% and 99% below. Generally, you can't choose less than 10% for payments to be delivered outside the United States and its possessions. If federal income tax withholding is applied to your distribution, state income tax may also apply. **See "Federal and State Tax Withholding—Defined Contribution Retirement Plan Withdrawals" included at the end of this form.**

Complete if you would like a rate of withholding that is different from this default withholding rate and your distribution is not subject to the mandatory withholding. Federal and state withholding combined cannot total more than 99%. You should review the General Instructions and the Marginal Rate Tables contained in the IRS Form W-4R at *Fidelity.com/W-4R* for additional information, which you can download for free. If you don't have access to a computer, you may request a copy by calling Fidelity, or the IRS at 800-829-1040.

Check one in each column. Account owner's legal/residential address determines which state's tax rules apply.

Federal

☐ Do NOT withhold federal taxes

☐ Withhold federal taxes at the rate of:

Percentage
%

Maximum total 99%. Whole numbers; no dollar amounts or decimals. Note: If there is federal tax withholding, certain states require that there also be state tax withholding.

State

☐ Do NOT withhold state taxes unless required by law

☐ Withhold state taxes at the applicable rate

☐ Withhold state taxes at the rate of:

Percentage
%

Maximum total 99%. Whole numbers; no dollar amounts or decimals.

Form continues on next page. ▶▶

8. Signatures and Dates *Plan Administrator and Plan Participant must sign and date.*

Who must sign?

The Plan Administrator must sign in 8a.

The Plan Participant must sign in 8b.

8a. Plan Administrator

If the participant is married, and spousal consent is necessary, this distribution form must be signed by the spouse in the presence of a notary public in 8c.

Spousal consent is not required for an RMD.

Indicate the Plan Participant's marital status:

☐ Single ☐ Married

By signing below, you:

- Certify that this distribution is being made pursuant to the terms and conditions of the Defined Contribution Retirement Plan, Trust Agreement, and the instructions contained herein.
- Authorize and request the trustee of the Defined Contribution Retirement Plan and the separate Trust Agreement, Fidelity Management Trust Company and its agents, affiliates, employees, or successor custodians (Fidelity), to make the above withdrawal.
- If this is a distribution from a Profit Sharing or Self-Employed 401(k) Plan, you acknowledge that spousal consent has been provided, if required.
- Indemnify the trustee of the Defined Contribution Retirement Plan and the separate Trust Agreement, and its agents, affiliates, employees, and successors from any liability associated with the distributions made at the direction of you and/or the Plan Participant.

Customers requesting EFT:

- Authorize and request Fidelity to make EFT distributions from the Defined Contribution Retirement Plan accounts listed in this form by initiating debit entries to the account indicated in this form.
- Authorize and request the bank named in Section 6 to accept debit entries initiated by Fidelity in such account and to debit the same account without responsibility for the appropriateness or for the existence of any further authorization.

PRINT PLAN ADMINISTRATOR NAME

SIGN

PLAN ADMINISTRATOR SIGNATURE

X

DATE

DATE *MM/DD/YYYY*

X

8b. Plan Participant

- Authorize and request the trustee of the Defined Contribution Retirement Plan, Fidelity Management Trust Company and its agents, affiliates, employees, or successor custodians (Fidelity), to make the above withdrawal.
- Acknowledge that Defined Contribution Retirement Plan withdrawals will be taxed as ordinary income, and may be subject to a 10% early withdrawal penalty if taken before age 59½.
- Agree that if you are over the applicable RMD age, you accept full responsibility for withdrawing the RMD required by section 401(a)(9) of the Internal Revenue Code.
- Indemnify the trustee of the Defined Contribution Retirement Plan and the separate Trust Agreement, and its agents, affiliates, employees, and successors from any liability associated with the distributions made at the direction of you and/or the Plan Administrator.
- Certify, if indicated above, that your spouse beneficiary who is more than 10 years younger than you, has been the sole beneficiary for the entire calendar year, that the statement is correct as to the account covered by this automatic withdrawal plan, and that you are aware that he or she must be the sole beneficiary on the account covered by this plan for the entire calendar year to be eligible to have that year's RMD calculation based on the Spousal Exception Table.
- Confirm, if you are not a U.S. person (including a resident alien individual), you have attached, or have on file with Fidelity, IRS Form W-8 that includes your U.S. taxpayer identification number in order to claim tax treaty benefits, if applicable.
- Have viewed, read, and understand the IRS Instructions for Form W-4R.
- Certify that the address associated with this account is current and up to date.

Customers requesting EFT:

- Authorize and request Fidelity to make EFT distributions from the Defined Contribution Retirement Plan account listed in this form by initiating debit entries to the account indicated in this form.
- Authorize us, upon receiving instructions from you or as otherwise authorized by you, to make payments from you and to you or to your designee, by credit or debit entries to the designated account at the financial institution named in this form or the financial institution specified in your existing instructions (the "Bank"). You authorize the Bank to process such entries and to credit or debit the designated account at that Bank for such entries. You ratify such instructions and agree that neither we nor any mutual fund will be liable for any loss, liability, cost, or expense for acting upon all such instructions believed to be genuine if we employ reasonable procedures to prevent unauthorized transactions. You agree that this authorization may only be revoked by written notice to us in such time and manner as to afford us and the Bank a reasonable opportunity to act upon it.
- Understand that Fidelity may purge unused EFT instructions from your account on a periodic basis without notice to you.
- Understand that Fidelity may terminate the EFT instructions from your account at any time in its sole discretion.

For Connecticut Residents:

- Acknowledge that, as a resident of CT, your distributions from retirement accounts are subject to the highest marginal tax rate. If you are exempt from state tax, you have the option to elect out of state tax withholding. Otherwise, penalties may apply. The penalty for reporting false information is a fine of not more than $5,000, imprisonment for not more than five years, or both.
- Confirm that your state tax withholding election is true, complete, and correct.

Signatures and Dates continues on next page. ▶▶

A Medallion signature guarantee is required:
- if the withdrawals are going to a Fidelity account with no common owner.
- to request a per-payment amount greater than $100,000.

If the form is completed at a Fidelity Investor Center, the Medallion signature guarantee is not required. You can get a Medallion signature guarantee from most banks, credit unions, and other financial institutions. ***A notary seal/stamp is NOT a Medallion signature guarantee.***

PRINT PLAN PARTICIPANT NAME

SIGN PLAN PARTICIPANT SIGNATURE
X

DATE DATE *MM/DD/YYYY*
X

MEDALLION SIGNATURE GUARANTEE

8c. Spousal Consent for Plan Participant Distributions *Sign this section in the presence of a notary public.*

Spousal consent is not required for an RMD.

By signing below, you:
- Consent to the form of distribution selected by your spouse herein.
- Understand that by signing this consent, you are giving up the right to receive annuity benefit payments that would otherwise be payable to you.

PRINT SPOUSE NAME

SIGN SPOUSE SIGNATURE X DATE *MM/DD/YYYY* X

Important Note: CA Notaries are permitted to submit a separate page notary document. If used, it must identify the document being notarized.

Notice to CA Residents: A Notary Public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

Certificate of Acknowledgement of Notary Public *Must be a U.S. Notary. Foreign notary or consular seals may NOT be substituted.*

State of ____________________ , in the County of ____________________ , subscribed and sworn to before me by the above-named individual who is personally known to me or who has produced ____________________ as identification, that the foregoing statements were true and accurate and made of his/her own free act and deed, on ____/____/______ .

PRINT NOTARY NAME

NOTARY SEAL / STAMP

SIGN NOTARY SIGNATURE X DATE *MM/DD/YYYY* X

My commission expires ____/____/______ .

Did you sign the form? Send the ENTIRE form and any attachments to Fidelity Investments. You will receive a Revised Account Profile confirming your distribution instructions.

Questions? Go to *Fidelity.com/rmd* or call 800-343-3548.

Regular mail
Attn: Retirement Distributions
Fidelity Investments
PO Box 770001
Cincinnati, OH 45277-0035

Overnight mail
Attn: Retirement Distributions
Fidelity Investments
100 Crosby Parkway KC1B
Covington, KY 41015

Federal and State Tax Withholding—
Retirement Plan Withdrawals

Helpful to Know

- Federal and state tax withholding rules can change, and the information cited below may not reflect the current withholding from a federal or state perspective. Consult your tax advisor, the IRS, and/or your state-taxing authority to obtain the most up-to-date information pertaining to your situation.
- The IRS requires Fidelity to provide you with the Marginal Rate Tables and the Tax Withholding Instructions from the *IRS Form W-4R.*
- Each state sets its own withholding rates and requirements on taxable distributions. We apply these rates unless you direct us not to (where permitted) or you request a higher rate.
- Your account's legal/residential address determines which state's tax rules apply. You should confirm with your investment professional that the address on your account is current prior to submitting your request.
- You are responsible for paying your federal, state, and local income taxes and any penalties, including penalties for insufficient withholding.
- Withholding taxes for Roth IRA distributions is optional.
- The federal and/or state tax withholding rate, if indicated, must be provided as a whole number from 1% to 100% for any one-time withdrawals, or from 1% to 99% for any automatic withdrawals.

Federal Tax Withholding Information

2026 Marginal Rate Tables

You may use these tables to help you select the appropriate withholding rate for this payment or distribution. Add your income from all sources and use the column that matches your filing status to find the corresponding rate of withholding. See the *General Instructions* section for more information on how to use this table. (Note: This is an excerpt from the *IRS Form W-4R.* For the complete copy, please go to *IRS.gov/pub/irs-pdf/fw4r.pdf.*)

Single or Married filing separately		Married filing jointly or Qualifying surviving spouse		Head of household	
Total income over—	**Tax rate for every dollar more**	*Total income over—*	**Tax rate for every dollar more**	*Total income over—*	**Tax rate for every dollar more**
$0	**0%**	$0	**0%**	$0	**0%**
16,100	**10%**	32,200	**10%**	24,150	**10%**
28,500	**12%**	57,000	**12%**	41,850	**12%**
66,500	**22%**	133,000	**22%**	91,600	**22%**
121,800	**24%**	243,600	**24%**	129,850	**24%**
217,875	**32%**	435,750	**32%**	225,900	**32%**
272,325	**35%**	544,650	**35%**	280,350	**35%**
656,700*	**37%**	800,900	**37%**	664,750	**37%**

*If married filing separately, use $400,450 instead for this 37% rate.

General Instructions on Federal Tax Withholding

Nonperiodic payments—10% withholding. Your payer must withhold at a default 10% rate from the taxable amount of nonperiodic payments **unless** you enter a different rate. Distributions from an IRA that are payable on demand are treated as nonperiodic payments. Note that the default rate of withholding may not be appropriate for your tax situation. You may choose to have no federal income tax withheld. See the specific instructions below for more information. Generally, you are not permitted to elect to have federal income tax withheld at a rate of less than 10% (including "-0-") on any payments to be delivered outside the United States and its territories.

Note: If you don't give Form W-4R to your payer, you don't provide an SSN, or the IRS notifies the payer that you gave an incorrect SSN, then the payer must withhold 10% of the payment for federal income tax and can't honor requests to have a lower (or no) amount withheld. Generally, for payments that began before 2026, your current withholding election (or your default rate) remains in effect unless you submit a new withholding election.

Eligible rollover distributions—20% withholding. Distributions you receive from qualified retirement plans (for example, 401(k) plans and section 457(b) plans maintained by a governmental employer) or tax-sheltered annuities that are eligible to be rolled over to an IRA or qualified plan are subject to a 20% default rate of withholding on the taxable amount of the distribution. You can't choose withholding at a rate of less than 20% (including "-0-"). Note that the default rate of withholding may be too low for your tax situation. You may choose to enter a rate higher than 20%.

Note that the following payments are not eligible rollover distributions for purposes of these withholding rules:

- Qualifying "hardship" distributions;
- Distributions required by federal law, such as required minimum distributions;
- Distributions from a pension-linked emergency savings account;
- Eligible distributions to a domestic abuse victim;
- Qualified disaster recovery distributions;
- Qualified birth or adoption distributions; and
- Emergency personal expense distributions.

See Pub. 505 for details. See also *Nonperiodic payments—10% withholding* above.

Payments to nonresident aliens and foreign estates. Do not use Form W-4R. See Pub. 515, Withholding of Tax on Nonresident Aliens and Foreign Entities, and Pub. 519, U.S. Tax Guide for Aliens, for more information.

Tax relief for victims of terrorist attacks. If your disability payments for injuries incurred as a direct result of a terrorist attack are not taxable, enter "-0-". See Pub. 3920, Tax Relief for Victims of Terrorist Attacks, for more details.

Specific Instructions for IRS Form W-4R

Line 1b

For an estate, enter the estate's employer identification number (EIN) in the area reserved for "Social security number."

Line 2

More withholding. If you want more than the default rate withheld from your payment, you may enter a higher rate.

Less withholding (nonperiodic payments only). If permitted, you may enter a lower rate (including "-0-") if you want less than the 10% default rate withheld from your payment. If you have already paid, or plan to pay, your tax on this payment through other withholding or estimated tax payments, you may want to enter "-0-".

Suggestion for determining withholding. Consider using the Marginal Rate Tables on page 1 to help you select the appropriate withholding rate for this payment or distribution. The tables are most accurate if the appropriate amount of tax on all other sources of income, deductions, and credits has been paid through other withholding or estimated tax payments. If the appropriate amount of tax on those sources of income has not been paid through other withholding or estimated tax payments, you can pay that tax through withholding on this payment by entering a rate that is greater than the rate in the Marginal Rate Tables.

The marginal tax rate is the rate of tax on each additional dollar of income you receive above a particular amount of income. You can use the table for your filing status as a guide to find a rate of withholding for amounts above the total income level in the table.

To determine the appropriate rate of withholding from the table, do the following. Step 1: Find the rate that corresponds with your total income not including the payment. Step 2: Add your total income and the taxable amount of the payment and find the corresponding rate.

If these two rates are the same, enter that rate. (See *Example 1* below.)

If the two rates differ, multiply (a) the amount in the lower rate bracket by the rate for that bracket, and (b) the amount in the higher rate bracket by the rate for that bracket. Add these two numbers; this is the expected tax for this payment. To get the rate to have withheld, divide this amount by the taxable amount of the payment. Round up to the next whole number and enter that rate. (See *Example 2* below.)

If you prefer a simpler approach (but one that may lead to overwithholding), find the rate that corresponds to your total income including the payment and enter that rate.

Examples. Assume the following facts for *Examples 1* and *2*. Your filing status is single. You expect the taxable amount of your payment to be $20,000. Appropriate amounts have been withheld for all other sources of income and any deductions or credits.

Example 1. You expect your total income to be $70,000 without the payment. Step 1: Because your total income without the payment, $70,000, is greater than $66,500 but less than $121,800, the corresponding rate is 22%. Step 2: Because your total income with the payment, $90,000, is greater than $66,500 but less than $121,800, the corresponding rate is 22%. Because these two rates are the same, enter "22."

Example 2. You expect your total income to be $60,000 without the payment. Step 1: Because your total income without the payment, $60,000, is greater than $28,500 but less than $66,500, the corresponding rate is 12%. Step 2: Because your total income with the payment, $80,000, is greater than $66,500 but less than $121,800, the corresponding rate is 22%. The two rates differ. $6,500 of the $20,000 payment is in the lower bracket ($66,500 less your total income of $60,000 without the payment), and $13,500 is in the higher bracket ($20,000 less the $6,500 that is in the lower bracket). Multiply $6,500 by 12% to get $780. Multiply $13,500 by 22% to get $2,970. The sum of these two amounts is $3,750. This is the estimated tax on your payment. This amount corresponds to 19% of the $20,000 payment ($3,750 divided by $20,000). Enter "19."

State Tax Withholding Information

Your state of residence will determine your state income tax withholding requirements, if any. Please refer to the list below. Your state of residence is determined by your legal address of record provided for your Retirement Plan. Withholding is applied to the taxable portion of your distribution. The information provided is general in nature and should not be considered legal or tax advice. Please contact your investment representative, tax advisor, or state-taxing authority for assistance.

If your legal state of residence is:	Your withholding requirements are:
IA[1], MA[2], NE, VA, VT	If federal income tax is withheld, state income tax of at least your state's minimum requirements must be withheld in addition to federal income tax withholding at the time of your distribution. If you elect out of federal income tax withholding, state income tax will not be withheld, unless you indicate otherwise.
CA, DE[3 4], KS[3 4], NC[3 4], OK, OR	If federal income tax is withheld, state income tax of at least your state's minimum requirements must be withheld in addition to federal income tax withholding at the time of your distribution, unless you elect not to have state income taxes withheld.
AR[3 4], MI	State income tax applies regardless of whether or not federal income tax withholding is applied to your distribution. Tax withholding is not required if you meet certain state requirements governing retirement benefits. Reference the *AR4P* or the *MI W-4P* forms for additional information about calculating the amount to withhold from your distributions.
CT	You are not subject to mandatory state income tax withholding; however, you may elect voluntary state income tax withholding in a percentage. CT has specific withholding rules for lump sum distributions that are currently suspended until 2027. Reference the *CT W-4P* form for details.
DC	If you take a distribution of your entire account balance and do not directly roll that amount over to another eligible retirement account, DC requires 10.75% to be withheld from the taxable portion of the distribution, whether or not federal income tax is withheld. If not taking a full distribution, see the *All Other States* section.
MD[3]	If you take a distribution of your entire account balance and do not directly roll that amount over to another eligible retirement account, Maryland requires 7.75% to be withheld from the taxable portion of the distribution, if federal withholding is mandatory. For other distributions, see the *All Other States* section.
ME	For periodic distributions, state income tax will apply regardless of whether or not federal income tax withholding is applied to your distribution unless you elect not to have state income tax withheld. For one-time distributions, state withholding will apply if federal withholding is applied.
MN, MS[5]	State income tax applies regardless of whether or not federal income tax withholding is applied to your distribution, unless you elect not to have state income taxes withheld. State withholding is required for premature and removal of excess distributions.
AK, FL, HI, NH, NV, SD, TN, TX, WA, WY	State income tax withholding is not available on your Retirement Plan distributions.
All Other States	You are not subject to mandatory state income tax withholding, however, you may elect voluntary state income tax withholding in a percentage. If you elect to have state income taxes withheld and your state provides a minimum amount or percentage for withholding, you must elect a percentage that is not less than your state's minimum withholding requirements. If the percentage you elect for withholding is less than your state's minimum withholding requirements, your state's minimum amount or percentage will be withheld. For more information, contact a tax advisor or your state-taxing authority.

[1] If your distribution is considered qualified retirement income, you may elect not to have state income tax withheld.

[2] If your payment is over $1,107,750 (subject to adjustment), an additional 4% of state income tax will be applied to the distribution amount over this threshold.

[3] No election of state withholding is allowed if the payment is an Eligible Rollover Distribution.

[4] In some cases, state tax may be required to be withheld even if normally you may choose no withholding. If distributions are made outside the U.S. or a U.S. possession, where a TIN is missing on the account, or the IRS notifies us that the TIN is incorrect, state tax withholding is required.

[5] Withholding is required for premature and removal of excess distributions.

Important: Federal and/or state tax withholding rules can change, and the information cited above may not reflect the current legislation and/or ruling of your state. Consult with your tax advisor, the IRS, or your state-taxing authority to obtain the most up-to-date information pertaining to your situation.

This tax information is for informational purposes only, and should not be considered legal or tax advice. Always consult a tax or legal professional before making financial decisions.

We do not provide tax or legal advice and we will not be liable for any decisions you make based on this or other general tax information we provide.

Special Tax Notice Regarding Retirement Plan Payments—Your Rollover Options

You are receiving this notice because all or a portion of a payment you are receiving from the__________________________[INSERT NAME OF PLAN] (the "Plan") is eligible to be rolled over to an IRA or an employer plan; or if your payment is from a designated Roth account, 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. To the extent that the rules differ based on whether the payment is from a Designated Roth Account [a Roth Self-Employed or Individual 401(k)] or from an account that is not a Designated Roth Account [a traditional Self-Employed or Individual 401(k)], those differences will be identified in each section of this notice.

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?

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 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 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. If you do a direct rollover from the Designated Roth Account to a Roth IRA, the 5-year aging will follow your Roth IRA's existing aging. If you do not already have an existing Roth IRA, the 5-year aging will restart.

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, 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.

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.

<u>If you do a direct rollover</u>, 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 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 within 60 days according to the rules below:

Not a Designated Roth Account:

You may still do a rollover by making 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 taxable 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).

Designated Roth Account:

You may still do a rollover by making 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 lives or joint life expectancy of you and your beneficiary);
- Required minimum distributions ("RMDs");*
- 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;
- Payments of certain automatic enrollment contributions requested to be withdrawn within 90 days of the first contribution;
- 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);
- Distributions for premiums of accident and health insurance; and
- Qualified birth or adoption distributions from an eligible retirement plan or IRA. However, all, or a portion, of the original distribution may be repaid to an eligible retirement plan or IRA within the first three years following the original distribution.

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

*For an RMD payable on or after January 1, 2024, a participant is no longer required to take RMDs from designated Roth accounts in employer-sponsored plans subject to the RMD rules. After the death of the participant, RMDs payable to a beneficiary (including a surviving spouse) must be based on the entire account balance, including the designated Roth account.

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 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 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 from a pension, profit sharing, or 401(k) plan after you attain age 59½;
- 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 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 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 (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 requested to be withdrawn within 90 days of the first contribution;
- Payments excepted from the additional income tax by federal legislation relating to certain emergencies and due to major disasters that are located in a qualified disaster area as declared by the president of the United States under section 401 of the Robert T. Stafford Disaster Relief and Emergency Assistance Act;
- Phased retirement payments made to federal employees
- Payments of up to $5,000 (in aggregate) made to you from a defined contribution plan if the payment is a qualified birth or adoption distribution;
- Payments from a retirement plan if you are a qualified public safety employee who provides firefighting services (even if you are not employed in the public sector); or a public safety officer or a corrections officer, after you separate from service after attaining age 50, or if you have more than 25 years of service under the Plan;
- Eligible payment from a retirement plan to an employee after the date certified by a physician that the employee has a terminal illness or physical condition that can reasonably be expected to result in death in 84 or fewer months;
- Qualified disaster recovery distributions up to $22,000 due to a federally declared disaster made after January 26, 2021, to an individual who has a principal place of abode in a qualified disaster area during the relevant disaster and sustains an economic loss because of the disaster; and
- Eligible payments of up to $10,000 to a domestic abuse victim that are made within one year of the date on which the individual is a victim of domestic abuse by a spouse or domestic partner. This exception is available only for payments made on or after January 1, 2024.

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

If you receive a payment from an IRA (including a Roth IRA; see section below titled, "If you roll over your payment to a Roth 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 made after you separate from service if you will be at least age 55 in the year of the separation (or age 50 or following 25 years of service for qualified public safety employees providing firefighting services) 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).

- 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.
- The exception for payments of net income attributable to an excess IRA contribution made in a calendar year where such amounts are distributed by tax return deadline for the year (including extensions), and no deduction is allowed for the excess contribution.
- There are additional exceptions that apply to payments from an IRA, including (1) payments for qualified higher education expenses, (2) payments up to $10,000 used in a qualified first-time home purchase, and (3) 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 describe 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 a payment is only part of your 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 a 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 directly 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 directly 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 and the after-tax contributions are treated as rolled over last. 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 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 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 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 RMDs from a Roth IRA during your lifetime. For more information, see IRS Publication 590-A, *Contributions to Individual Retirement Arrangements (IRAs)*, and IRS Publication 590-B, *Distributions from Individual Retirement Arrangements (IRAs)*.

If you do a rollover to a designated Roth account in the Plan

You cannot roll over a payment from the Plan that is not from a designated Roth account to a designated Roth account in another employer plan. However, you can roll the distribution over into 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). See the section above titled "General Information about Rollovers: Designated Roth Account" for more information on qualified distributions.

Your Plan may provide for a special withdrawal option, which is only available if you are electing an in-plan Roth conversion, in which case the other rollover information in this notice is not applicable to that withdrawal.

If you are not a plan participant

Payments after death of the participant. If you receive a distribution after the participant's death that you do not roll over, the distribution will generally be taxed in the same manner described elsewhere in this notice. However, the 10% additional income tax on early distributions and the special rules for public safety officers do not apply, and the special rule described under the section "If you were born on or before January 1, 1936" applies only if the 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: 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 RMDs from your IRA do not have to start until after you are age 73.*

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 RMDs, you will have to receive RMDs from the inherited IRA. If the participant had not started taking RMDs from the Plan, you will not have to start receiving RMDs from the inherited IRA until the year the participant would have been age 73.* The age will increase to age 75 for participants born on or after January 1, 1960.

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 RMDs 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 RMDs.

If the participant had started taking RMDs from the Plan, you will have to receive RMDs from the inherited Roth IRA.* If the participant was not receiving RMDs, you will not have to start receiving RMDs from the inherited Roth IRA until the year the participant would have attained age 73.* The age will increase to age 75 for participants born on or after January 1, 1960.

*If the IRA account owner was born before July 1, 1949, RMDs were required to start at age 70½; if the IRA account owner was born after June 30, 1949, or before January 1, 1951, RMDs were required to start at age 72; or if the IRA account owner was born on or after January 1, 1951, or before January 1, 1960, RMDs are required to start at age 73.

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

Payments under a qualified domestic relations order ("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 example, you may roll over the payment to your own IRA, Roth IRA, or an eligible employer plan that will accept it). However, payments under the QDRO will not be subject to the 10% additional income tax on early distributions (see the section titled "If you roll over your payment to a Roth IRA" above).

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% of the taxable amount, the Plan is generally required to withhold 30% of the taxable amount 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.
- 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*.

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.