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Fidelity INVESTMENTS

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

One-Time Withdrawal—Defined Contribution Retirement Plan

Use this form to request a one-time withdrawal from a Fidelity Self-Employed 401(k), Roth Self-Employed 401(k), Profit Sharing, or Money Purchase Plan account. Possible requests include a one-time, immediate distribution; a qualified or direct conversion to a Roth IRA from a non-Roth plan; or a direct rollover. Do NOT use this form for any IRA or Inherited IRA accounts; Investment-Only Retirement Plan or nonretirement accounts; or annuities. Type on screen or fill in using CAPITAL letters and black ink. If you need more room for information, make a copy of the relevant page.

Helpful to Know

You are encouraged to consult your tax advisor regarding the tax implications associated with this distribution.

- Distributions from the Defined Contribution Retirement Plan [i.e., Profit Sharing Plan, Money Purchase Pension Plan, Self-Employed 401(k) Plan, or Roth 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.
- Qualified vs. nonqualified distributions from a Roth Self-Employed 401(k) have different tax consequences, including a tax penalty. To take a **qualified** distribution, the Roth Self-Employed 401(k) Plan account has to have met the 5-year aging period AND you must be at least 59½ years old, disabled, or distributing the assets as an inheritor of the original owner. Consult your tax advisor to determine if your distribution will be qualified or nonqualified prior to submitting this request.
- 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 on this form. 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*.
- Nonresident aliens must provide IRS Form W-8BEN and a U.S. or foreign tax identification number.
- If you are making withdrawals from both a money purchase plan and a profit sharing plan, you must complete a separate form for each account.
- If this form directs Fidelity to sell shares of any security, be aware that the timing of the transaction depends on when we receive this form, which is outside of your control. To better control the timing of the transaction, you should direct the sale of securities online or through a Fidelity representative. **Note:** Certain securities (such as options, certain fixed income securities, and thinly traded securities) may not be eligible to sell via this form, which may result in Fidelity not being able to process this withdrawal as requested.
- Any fees charged or expenses incurred in connection with your instructions will be assessed at the "rep-assisted" rates. Fees and expenses may be lower if you instead place your trades online. Please refer to the *Schedule of Fees* for more information.
- 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.

1. Account Owner

Name	Fidelity Account Number

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

This phone number may be used if we have questions, but will not be used to update your account information.

Primary Phone

Plan Information

Plan Name

☐ Money Purchase *Spousal consent and notary required.*

☐ Profit Sharing [including Self-Employed 401(k)]

☐ Roth Self-Employed 401(k) *Review Section 5 for applicability.*

Form continues on next page.

2. Request Reason

REQUIRED. Check ONLY one.

- ☐ Normal *You are AT LEAST 59½ at the time of distribution.*
- ☐ Disability *You are younger than 59½ at the time of distribution. You must qualify under the Plan definition of "disability" as defined in Article 2.16 of the Defined Contribution Retirement Plan. If you are chronically ill or disabled, you must furnish a physician's certification to the Plan Administrator in order to be eligible for exemption from the 10% early withdrawal penalty.*
- ☐ Qualified birth or adoption *Distribution up to $5,000 per child made within the one-year period following the date of birth or the legal adoption is finalized for certain qualified birth or adoption expenses. Distribution may be repaid within three years. The amount is eligible to be repaid as a rollover contribution.*
- ☐ Qualified disaster recovery distribution *Distribution(s) up to an aggregate of $22,000 made on or after the date of the incident and within the first 180 days after the date of the incident. Distributions are taxed ratable over three years and can be repaid over the three-year period starting from the date of the distribution.*
- ☐ Domestic abuse *(Not available for Money Purchase Plans) Distribution up to $10,300 or 50% of account balance, whichever is less, within the one-year period following the incident by a spouse or domestic partner. Distributions can be repaid over a three-year period starting from the date of the distribution.*
- ☐ Military service *If active duty with an armed service for more than 30 days, you have the option to request a distribution of your employee deferrals.*
- ☐ Qualified reservist distribution *If you are an active duty member of the Reserves or National Guard, you can take elective deferrals beginning on the date of the order or call to active duty after 179 days of active service. This distribution is exempt from the 10% early withdrawal penalty.*
- ☐ Separated from service
- ☐ Death of plan participant
- ☐ Plan termination

Required Minimum Distribution (RMD) *If applicable.*

Provide the RMD amount to be distributed. If the box is checked and no amount is provided, Fidelity will calculate your RMD amount.

☐ Check here if you are required to take an RMD and are requesting to do so with this form. Please note that IRS rules prohibit your RMD from being rolled over/converted; by checking this box, you are directing Fidelity to distribute your RMD as a separate payment from the rollover/conversion. You will be able to choose the method of payment(s) in Section 4. Also, RMDs are not required from the Roth Self-Employed 401(k) for the original employee. RMDs are only required for a beneficiary inheriting assets from a Roth Self-Employed 401(k).

Dollar Amount: ______

3. Distribution Instructions

If this form directs Fidelity to sell shares of any securities (including mutual funds), be aware that:

- **The timing of the transaction (i.e., when your trade is processed) depends on when we receive this form, which is outside of your control. Trades may take up to five business days to process once determined to be in good order.**
- **If you want to better control the timing of the transaction, you should direct the sale of securities online or through a Fidelity representative.**
- **If you withdraw all assets from your source account, that account will be closed.**
- **Once we receive this form in good order, you cannot cancel your distribution request.**

In the event that transactions cannot be processed within five business days of determining your request to be in good order, Fidelity will notify you and you may have to resubmit your request on the unsold positions within your account.

REQUIRED. Check ONLY one and provide any additional requested information.

- ☐ ALL core cash and Fidelity money market funds in your brokerage account ▷ *Skip to Section 4.*
- ☐ ONLY the following amount of cash in your brokerage account. ▷ *Skip to Section 4.*

  Dollar Amount: ______

  If the amount you indicate is greater than your core account balance, your request will be denied.
- ☐ ENTIRE VALUE of your account in cash (all eligible securities will be sold)
- ☐ ENTIRE VALUE of your account as shares (in kind) ▷ *You must choose to distribute into a Fidelity account in Section 4.*

Distribution Instructions continues on next page. ▶▶

☐ ONLY the following eligible securities and amounts:

☐ Sell and distribute as cash
☐ Distribute as shares (in kind)

Security Name or Symbol

☐ ALL shares ☐ ONLY this many shares: Number of Shares ____ ☐ ONLY this dollar amount: *Fidelity Mutual Fund accounts only.* Dollar Amount ____

☐ Sell and distribute as cash
☐ Distribute as shares (in kind)

Security Name or Symbol

☐ ALL shares ☐ ONLY this many shares: Number of Shares ____ ☐ ONLY this dollar amount: *Fidelity Mutual Fund accounts only.* Dollar Amount ____

4. Distribution Method

You must obtain a Medallion signature guarantee in Section 7b if requesting a bank wire, if sending a distribution to a payee other than the account owner or to an alternate address, if the address on the account has been changed within the past 10 days, or for any transaction over $100,000.

Check the appropriate method(s) and provide all required information. If you indicated in Section 2 that you are requesting your RMD, choose method 4a, 4d, 4e, 4f, or 4g. If you would also like to roll over/convert any of the remaining balance, choose from method 4b or 4c.

☐ 4a. Distribute into your Fidelity nonretirement account

Fidelity Nonretirement Account Number	Fidelity Fund Name or Symbol *Fidelity Mutual Fund accounts ONLY e.g., 2AB-123456*

☐ 4b. Direct rollover/conversion of an eligible distribution into an account held with Fidelity. Please note that while **rollovers** are generally **non-taxable** transactions, **conversions to a Roth IRA are generally taxable as income** in the year of the conversion. *This distribution method is not available for qualified birth or adoption distributions.*

Fidelity Account Number	Fidelity Fund Name or Symbol *Fidelity Mutual Fund accounts ONLY e.g., 2AB-123456*

☐ Direct rollover from a Fidelity Roth Self-Employed 401(k) to a Fidelity Roth IRA
☐ Direct rollover to a Fidelity Traditional IRA or Fidelity Rollover IRA
☐ Direct conversion to a Fidelity Roth IRA
☐ Direct rollover to a Fidelity Inherited IRA *Decedent must be the same on both accounts.*

☐ 4c. Direct rollover/conversion of an eligible distribution into an established non-Fidelity account. Please note that while **rollovers** are generally **non-taxable** transactions, **conversions to a Roth IRA are generally taxable as income** in the year of the conversion. *This distribution method is not available for qualified birth or adoption distributions.*

☐ Direct rollover from a Fidelity Roth Self-Employed 401(k) to a non-Fidelity Roth IRA
☐ Direct rollover to a non-Fidelity Traditional IRA or Rollover IRA
☐ Direct conversion to a non-Fidelity Roth IRA
☐ Direct rollover to a non-Fidelity Inherited IRA *Decedent must be the same on both accounts.*

Trustee/Custodian Name			Account Number
For Benefit Of/Attention	Address		
City	State/Province	ZIP/Postal Code	Country

Distribution Method continues on next page. ▶▶

☐ 4d. Electronic funds transfer (EFT) to a bank or credit union account using EFT instructions already in place on the account (cash only). ***This form cannot be used to set up EFT. To add EFT to an account, go to* Fidelity.com/eft *or complete the Electronic Funds Transfer (EFT) Authorization form.***

☐ EFT to your bank account. The names on the bank account and the IRA are the same.

☐ EFT to someone else. (Available for brokerage accounts only.) The names on the bank account and the IRA are different.

If EFT has not been established prior to the receipt of this request, a check will be mailed to the address of record.

Provide bank information ONLY if there are multiple EFT instructions on the account identified in Section 1.

Bank Account Number

☐ 4e. Bank wire to a bank or credit union account or someone else's (cash only): *Ask the bank for its wire routing number. The bank may charge a fee for wire transfers.*

Wire Recipient

All bank wire requests MUST have a Medallion signature guarantee. ***A notary seal/stamp is NOT a Medallion signature guarantee.***

FULL address is required for international wires.

Bank Routing/ABA Number	Bank Name
Account Number	Account Owner Name(s) *Required*

Address of Wire Recipient			
City	State/Province	ZIP/Postal Code	Country

For Further Credit
Additional Details (if applicable) *Instructions to be included with the wire transfer.*

Correspondent (Intermediary)

If the bank uses a correspondent bank, provide the information here.

Correspondent bank information may not be required for all wires.

Correspondent Bank Routing/ABA Number	Correspondent Bank Name

Indicate if the recipient bank is outside the United States.

☐ Account is OUTSIDE the United States:

SWIFT Code	Name of Country

☐ 4f. Check mailed to the address of record ▷ *Default if no choice indicated or if we are unable to process your choice.*

☐ 4g. Check mailed to you at an address other than your record address

Address		
City	State	ZIP Code

Form continues on next page. ▶▶

5. Roth Self-Employed 401(k) In-Plan Roth Rollovers/Conversions (IRRs)

IMPORTANT TO NOTE BEFORE COMPLETING THIS SECTION: This section should ONLY be completed IF you had an IRR; otherwise, skip to Section 6. The Plan Administrator is responsible for providing the information required for tax reporting on distributions from the Plan.

DO NOT complete this section if you are taking a distribution from an account other than a Roth Self-Employed 401(k) OR if you have not completed an IRR. Completing this section if it's NOT applicable OR failure to complete it correctly if it IS applicable will result in inaccurate tax reporting and potential subsequent tax consequences.

You are strongly encouraged to consult your tax advisor prior to completing this section to ensure that all provided information is accurate.

☐ By checking this box, you certify that you completed an IRR in your Roth Self-Employed 401(k), this distribution is comprised at least partially of assets attributed to that IRR, **and that your Plan Administrator is responsible for providing the information required for tax-reporting on distributions from the Plan. Additionally, you understand that an amount distributed before the 5-year aging period may subject the original conversion amount to additional penalties.**

If completing this section, you must still provide the gross distribution amount in Section 3.

Taxable Amount of Distribution	*Fidelity will report this amount in box 2a of the 1099-R. The mandatory 20% federal withholding will apply to this amount.*
Total Roth Contribution	*Fidelity will report this amount in box 5 of the 1099-R.*
Amount Allocable to an IRR Within 5 Years	*Fidelity will report this amount in box 10 of the 1099-R. Do not complete this box if your IRR has met the 5-year recapture period. You must still provide the Taxable Amount AND the Total Roth Contribution amount in the boxes above.*

6. Tax Withholding

NOTE: If your distribution is eligible for a rollover/conversion and that is the only payment method chosen in Section 4, tax withholding is not mandated by the IRS and cannot be withheld on this request. Please skip to Section 7.

Do NOT complete this section if you are not a U.S. person (including a nonresident alien). Instead, the nonresident tax rate of 30% will apply. If you believe you are entitled to a reduced tax treaty benefit based on your country of residence, provide the *IRS Form W-8BEN* with the Special Rates and Conditions section completed to indicate this distribution is eligible for a reduced tax rate with this form. Please note this could delay the funds leaving your account by up to 3 business days. If your tax treaty claim is invalid, the distribution will be processed with 30% 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 OR if it is an unqualified Roth Self-Employed 401(k) distribution. An unqualified Roth Self-Employed 401(k) distribution from a prior Roth in-plan conversion may be subject to an additional penalty. For an unqualified Roth Self-Employed 401(k) distribution, mandatory withholding will only apply to the earnings portion of the distribution. The mandatory withholding of 20% does NOT apply if you are taking your RMD from a non-Roth qualified plan OR a qualified distribution from a Roth Self-Employed 401(k).

Distributions not subject to the Mandatory 20% Withholding
For one-time withdrawals (e.g., RMD, qualified Roth Self-Employed 401(k) distributions) 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 100% below. For Roth Self-Employed 401(k) distributions that are qualified tax-free, you may voluntarily elect to withhold taxes from the earnings portion of your distribution. 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 — Retirement Plan Withdrawals* 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. 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. IRA 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

Whole numbers; no dollar amounts or decimals. Note that 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

Whole numbers; no dollar amounts or decimals.

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

Who must sign?

The Plan Administrator must sign in 7a.
The Plan Participant must sign in 7b.

If the distribution is due to death from your inherited retirement plan account:
– The Plan Administrator must sign in 7a.
– The inherited account owner must sign in 7b.
– No spousal beneficiary signature is required. Note: Spousal consent to the designation of a nonspouse beneficiary is required.

If you are married, your spouse must consent to this distribution by signing in the presence of a notary public in 7c. if:
– You are a participant in a profit sharing plan and elect to have your distribution paid in the form of a life annuity contract;
– You are a participant in a money purchase pension plan and elect a form of distribution other than a joint and survivor annuity, or you are a participant in a profit sharing plan consisting of assets that have been transferred from a plan previously subject to the spousal consent rules, such as a money purchase pension plan, and elect a form of distribution other than a joint and survivor annuity.
Spousal consent is not required for an RMD.

Important note: A participant may waive a qualified joint and survivor annuity option, and a spouse may consent to such waiver, provided it is made within 90 days before the first plan distribution.

Indicate the plan participant's marital status:

☐ Single ☐ Married

By signing below, you:

- Certify that this designation is being made pursuant to 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, or its agents, affiliates, employees, or successors, to make the above withdrawal.
- Agree that the participant, if over the applicable RMD age, accepts 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, its agents, affiliates, employees, and successors from any liability associated with the distributions made at the direction of you and/or the Plan Administrator.
- Authorize and request National Financial Services LLC (NFS) and/or Fidelity Brokerage Services LLC (FBS) to make distributions according to the above instructions. If you have indicated herein that such payments are to be credited to your bank account, you authorize the bank or credit union maintaining the account indicated above to accept any such credit entries initiated by NFS or FBS to such account and to credit the same to such account, without responsibility for the correctness thereof or for the existence of any further authorization relating hereto.
- Certify that the trust is a qualifying nonspouse beneficiary, for the purpose of section 402(c) of the Internal Revenue Code, and is therefore eligible to directly roll over assets to an inherited IRA, to the extent that assets inherited by a trust are being directly rolled over to an inherited IRA, as trustee for the above-referenced trust.
- Understand that it is your responsibility to ensure that only eligible assets are rolled over and all minimum distribution requirements are satisfied, to the extent that plan assets are being directly rolled over to an IRA or inherited IRA or directly converted to a Roth IRA.
- Confirm, if you are not a U.S. person, you have attached, or have on file with Fidelity, IRS Form W-8BEN that includes your U.S. or foreign tax identification number.
- 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.
- Acknowledge that for distributions due to a Qualified Disaster Recovery Distribution, Qualified Birth or Adoption Distribution, Domestic Abuse, Military Service, or Qualified Reservist Distribution, you have met all the requirements to take a withdrawal from the Plan and that this withdrawal is exempt from the 10% penalty.

Customers Requesting Trade Processing:

- Authorize Fidelity to process trades on your behalf.
- Acknowledge that you are delegating to Fidelity the discretion to determine the price and time at which certain securities should be sold pursuant to your instructions contained in this form.
- Acknowledge that trades may take up to five business days to process once the request is received and determined to be in good order, and that your authorization shall remain in effect during the entire period.
- Acknowledge that certain securities cannot be sold through this form and may require you to call a representative or go online to process the trades.

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.

For Plan Administrators:

- Acknowledge that for distributions due to a Qualified Disaster Recovery Distribution, Qualified Birth or Adoption Distribution, Domestic Abuse, Military Service, or Qualified Reservist Distribution, the plan participant has met all the requirements to take a withdrawal from the Plan and that this withdrawal is exempt from the 10% penalty.
- Acknowledge that you have confirmed eligibility for the withdrawal based on the plan rules. You also acknowledge that you are responsible for keeping copies of the documentation necessary to evidence the distribution is exempt from the 10% penalty.

Signatures and Dates continues on next page. ▶▶

7a. Plan Administrator or Executor of the Plan Administrator's Estate

PRINT PLAN ADMINISTRATOR/EXECUTOR NAME

PLAN ADMINISTRATOR/EXECUTOR SIGNATURE	DATE *MM/DD/YYYY*
SIGN X	

7b. Plan Participant or Inherited Account Owner

A Medallion signature guarantee is required if requesting a bank wire, if sending a withdrawal to an alternate payee or address, if the address on the account has been changed within the past 10 days, or for any transaction over $100,000. 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/INHERITED ACCOUNT OWNER NAME

PLAN PARTICIPANT/INHERITED ACCOUNT OWNER SIGNATURE

SIGN X

DATE *MM/DD/YYYY*

DATE X

MEDALLION SIGNATURE GUARANTEE

7c. Spousal Consent for Plan Participant Distributions *Sign this section in the presence of a notary public.*

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

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

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

NOTARY SEAL / STAMP

My commission expires ____/____/______ .

Important Note: If your state law permits, notaries may attach the appropriate notarizing declaration in lieu of this notarization.

Form ends here.

Did you sign the form? Send the ENTIRE form to Fidelity Investments.

Questions? Go to *Fidelity.com* 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

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

<u>Not a Designated Roth Account</u>: 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.

<u>Designated Roth Account</u>: 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.

<u>Payments under a qualified domestic relations order ("QDRO")</u>
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.

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

Let's Talk about Protecting Your Money

A wire transfer is an easy, convenient way to send money to people you know. If you provide your information or send money to a scammer, though, there is often little we can do to help get your money back. Here are some examples of common scams, things to ask yourself before sending any funds, and what to do next if faced with one of these scams. Remember, in **EVERY** scenario, the first step is to **STOP** communicating with the person immediately!

Romance Scam

What is it? A romance scam is a fraudulent scheme in which a fraudster pretends romantic interest in a target, establishes a relationship, and then attempts to get money or personal sensitive information from the target under false pretenses.

What to do next if you suspect you're a victim:

- Talk to someone you trust about your new relationship.
- Do a reverse image search of the person's picture to see if it's associated with another name or if the details don't match.

Grandparent Scam

What is it? A scammer calls or emails you, posing as either a relative in distress or someone claiming to represent the relative (such as a lawyer or law enforcement agent). The caller explains that the "relative" is in trouble and needs them to wire funds "immediately" for bail money, lawyer's fees, hospital bills, or another fictitious expense.

What to do next if you suspect you're a victim:

- Call the relative (or their parent) directly, at their known phone number.
- If told you have to act quickly, resist that urge.
- **Verify, verify, verify!**

Sweepstakes/Inheritance Scam

What is it? You receive a notice stating that you've won a "big prize" or have received an unexpected inheritance. You're told that in order to claim the "prize" or "inheritance," you need to send funds to cover "processing fees" or "taxes." Once the money is sent, you never see your prize or inheritance.

What to do next if you suspect you're a victim:

- Independently verify the information by consulting reputable resources. Do not rely on resources the scammer gives you, since they are probably involved in the scam as well.
- **Remember, you cannot win a sweepstakes you never entered!**

Investment Scam

What is it? An investment scam involves the illegal or purported sale of a financial instrument. The typical investment scam is characterized by offers of low or no-risk investments, guaranteed returns, etc.

What to do next if you suspect you're a victim:

- Don't trust a person or company just because they have a website; a convincing website can be set up quickly.
- Be cautious when responding to special investment offers, especially through unsolicited email.
- Check with other resources regarding this person or company, and inquire about all the terms and conditions.

Watch for red flags Here are some examples of red flags that should make you think twice before sending money.

- A person or company solicits business from you rather than your finding them on your own.
- The requestor asks you to send the wire to a name different from their own.
- After just a few contacts, they profess strong feelings for you and ask to chat with you.
- They threaten legal action if the funds are not sent "right away."
- The wiring instructions seem unusual, they change, or you're asked to go to a different financial institution.
- You are coached on how to respond to questions your financial institution might ask you regarding the transaction.
- If you met on a dating site, they will try and move you away from the site and communicate via chat or email instead.
- Messages may be full of typing errors, poorly written, or vague, and may escalate quickly if you show resistance.
- The messages or calls become more desperate and/or persistent, and if you do send money, they ask you to send more.

Remember, if it seems too good to be true, it probably is!

Your security is our top priority. We're here to help. If you have any concerns or want to know more about how to help protect yourself, talk to a Fidelity representative or visit Fidelity's Security Center online at *Fidelity.com/security/overview.* 928234.1.0 (05/20)