

Plan name: _____ Plan ID: _____
Plan name and plan ID to be completed by plan administrator/employer or third party administrator (TPA)

Distribution request form

To be used for: General distributions, rollovers, purchase of service credits, source specific withdrawals, plan terminations, Qualified Domestic Relations Orders, death claims, and required minimum distributions.

IMPORTANT INFORMATION

- Complete steps 1 to 6, in their entirety, for your request to be processed. Once completed, forward this form to your plan administrator/employer to begin the request process.
- Incomplete or missing information may cause processing delays.

Step 1: Participant information

Choose the appropriate title: Mr. Mrs. Miss Ms. Dr. Other _____

Name _____ SSN _____ - _____ - _____
First Middle Last Suffix (i.e., Jr., Sr.)

Address _____

City _____ State _____ Zip _____

Use this space to provide your mailing address in your state of residence for state tax withholding purposes. If you would like to provide us with an additional mailing address for distribution purposes, do so on a separate page that you submit with this form.

Birthdate ____ / ____ / ____ (mm/dd/yyyy) Daytime phone _____

Date of hire ____ / ____ / ____ (mm/dd/yyyy) Evening phone _____

Email _____

Step 2: Reason for distribution/withdrawal (Withdrawal will be pro-rated across all money types available for the withdrawal type requested)

Note: Not all options may apply to your plan. Contact your plan administrator/employer to determine available withdrawal options.

I understand that certain withdrawals from the Lincoln Stable Value Account may be restricted by a 90-day equity wash.

I understand that certain withdrawals from the Lincoln Fixed Account may be restricted to 20% of the account balance during a 12-month period.

- Retirement as of ____ / ____ / ____ (mm/dd/yyyy)
- No longer working for employer. Termination date ____ / ____ / ____ (mm/dd/yyyy). Age at termination _____.
- Total and permanent disability as of ____ / ____ / ____ (mm/dd/yyyy)
- Plan termination as of ____ / ____ / ____ (mm/dd/yyyy)
- Pre-1989 account balance (403(b) plans only)
- In-service withdrawal – age 59½ or older (active employees only)
- Hardship (active employees only; additional documentation is required by your plan administrator/employer and must be attached to this form)
Please note: If applicable to the plan, the Lincoln Secured Retirement IncomeSM investment option (SRI) cannot be excluded from a hardship distribution. If you have a balance in SRI, this distribution may cause an excess withdrawal.
- 403(b) plan-to-plan transfer (403(b) plans only)
- Contract exchange out (403(b) plans only)
- 90-day permissive withdrawal (auto-enrollment only; please complete an auto-enrollment form from your plan administrator/employer)
- Required minimum distribution (RMD) - (applicable only if age 70½ or older)
- Rollover account withdrawal (active employees only)
- After-tax account withdrawal
- Transfer to purchase service credits in governmental pension plan
- Qualified Disaster Recovery Relief Assistance distribution
- Qualified military reservist distribution. Active duty date ____ / ____ / ____ (mm/dd/yyyy)(A copy of your military ID and active duty paperwork indicating active duty dates must be attached to this form unless approved by your plan administrator/employer on page 7 of this form.)
(This type of distribution is not subject to the 10% tax penalty provided the participant is currently on active duty and has served more than 179 days.)

(Step 2 continued on next page)

Distribution request form

Step 2: Reason for distribution/withdrawal *continued from previous page*

- Death of participant as of ____ / ____ / ____ (mm/dd/yyyy) (**REQUIRED:** certified copy of death certificate must be provided to the plan administrator/employer.)

Payout to beneficiary or beneficiaries as follows:

Percentages must be in whole numbers only. The total of percentages for all beneficiaries must equal 100%. To name additional beneficiaries, please attach a separate **Distribution request form** for each person and check this box: More beneficiaries attached.

Name _____ SSN ____ - ____ - ____ Percentage ____ %
First Middle Last Suffix (i.e., Jr., Sr.)

Phone _____ Married Not married Birthdate: ____ / ____ / ____ (mm/dd/yyyy)

Address _____

City _____ State _____ Zip _____

- Qualified Domestic Relations Order (QDRO) **Complete the beneficiary/alternate payee information below.**

I am the: Beneficiary Alternate payee Title: Mr. Mrs. Miss Ms. Dr. Other _____

Name _____ SSN ____ - ____ - ____
First Middle Last Suffix (i.e., Jr., Sr.)

Address _____

City _____ State _____ Zip _____

Birthdate: ____ / ____ / ____ (mm/dd/yyyy) Married Daytime phone _____

Not married Evening phone _____

Your distribution will automatically include the Lincoln *Secured Retirement Income*SM investment option, if applicable. If you **do not** want SRI included with your distribution, check the box below:

- I do not want to include the SRI guaranteed withdrawal benefit in my distribution. (**This does not apply to hardship distributions.**)

Step 3: Withdrawal options *This section must be completed for all distribution types.*

- Refer to the important tax information section of this form for further withholding information.
- Please choose from one of the options below

I understand the options available and any applicable taxes and penalties.

I hereby choose to receive a:

Option 1: Distribution *Do not complete this section if electing a direct rollover.*

- Pay all of my after-tax or Roth after-tax contributions via a lump sum directly to me.
- Total lump sum distribution payable to me for the full amount available (*This is not available for hardship withdrawal requests.*)
- Source specific withdrawal* payable to me in the amount of \$ _____. (*Dollar amount must be stated.*)
Source of funds _____
Since taxes are being withheld, do you want the check to equal the amount requested? Yes No
- Partial withdrawal* payable to me in the amount of \$ _____. (*Dollar amount must be stated.*)
Since taxes are being withheld, do you want the check to equal the amount requested? Yes No
- Hardship withdrawal* (*active employees only*) payable to me in the amount of \$ _____. (*Dollar amount must be stated.*)
If taxes are being withheld, do you want the check to equal the amount requested? Yes No
- Request a single RMD (*Only applicable if age 70½ or older. Refer to page 4 for additional information regarding taxes.*)

Withdrawal the following amount \$ _____ (*TPA will calculate and complete amount.*)

- Check this box and complete the information below if your beneficiary is your spouse and is more than 10 years younger than you.

Spouse name _____ SSN ____ - ____ - ____
First Middle Last Suffix (i.e., Jr., Sr.)

Address _____

City _____ State _____ Zip _____

Birthdate: ____ / ____ / ____ (mm/dd/yyyy)

If funds were transferred from another carrier to establish this RMD, please provide the most recent December 31st value of your former contract/account value \$ _____ as of 12/31/ _____.

(Step 3 continued on next page)

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Step 4: Important tax information

Applicable federal and state tax withholding rules will be applied to any taxable amount not directly rolled over to an IRA or qualified plan as required by law. In general, the amounts you elect to directly roll over and amounts which are not subject to federal income tax (e.g., any amounts you contributed to the plan on an after-tax or Roth basis, or qualified distributions from a designated Roth account) are not subject to federal income tax withholding. See the Special Tax Notice accompanying this form for more information.

A. Mandatory federal tax withholding (unless an exception applies, see Section B below)

Mandatory federal income tax withholding of 20% applies to any distribution taken in cash that would otherwise be eligible for rollover. See the Special Tax Notice accompanying this form for more information. This also pertains to death distributions for spouse and non-spouse.

- Mandatory 20% withholding, or increase to _____%.** (may not be lower than 20%)
If no selection is made, mandatory 20% will be withheld.

B. Exceptions to federal income tax withholding

Federal tax withholding of 10% applies to distributions that are not eligible for rollover unless you elect to have no withholding apply:

- **Financial hardship distribution** - For additional information, refer to Section C below.
- **Required minimum distribution (RMD)** - Please note: Any withdrawal amount, which exceeds the required minimum distribution dollar amount is subject to 20% mandatory federal tax withholding.

Federal tax of 10% will be withheld unless you choose otherwise below. If you elect not to have taxes withheld, you will still be liable for payment of federal and state income tax, if applicable, at the time you prepare your personal tax filing. You may also be subject to tax penalties under the estimated tax payment rules if your payment of estimated tax and withholding, if any, are not adequate. You may wish to discuss your withholding election with a qualified tax advisor.

- I elect NOT to withhold the 10% federal tax** – If you check this box, Lincoln will withhold 0% federal tax on distributions due to financial hardship distribution or required minimum distribution.
- I elect to withhold more than the 10% federal tax** – (may elect withholding up to your current tax rate) _____%
If no selection is made, a 10% federal withholding tax will be withheld.

C. Hardship withdrawals only

If you are under age 59½, the IRS permits you to take additional amounts to cover the IRS 10% penalty tax. This is separate from the voluntary withholding previously described. If you mark the box below, we will increase the requested distribution amount by 10% (provided you have sufficient funds to do so) and withhold and remit the additional amount to the IRS on your behalf as a tax withholding.

- Additional amount to cover 10% penalty tax**

D. State tax withholding

Lincoln may be required to withhold state tax from your distribution based upon state tax law for your state of residency. In order to assist us with this, please provide your state of residence in the space below.

State of Residence _____ (Enter state of residence at time of withdrawal)

Depending on your state of residence, you may elect not to have withholding apply, or if withholding is required, you may elect to increase the minimum rate of withholding. In other cases, state tax withholding is not available.

The following choices apply only if your state requires or allows income tax withholding.

- If your state mandates a higher amount of income tax withholding than you elect (including if you elect no income tax withholding), we will withhold the higher amount.
- If your state does not require income tax withholding, we will not withhold any state income tax unless you specify an amount.
- If state tax withholding is not available in a particular state, we will not withhold state income tax even if you elect withholding.

We recommend that you contact your tax advisor before making any tax withholding elections to answer any questions that you may have regarding your state's withholding laws. If required by your state of tax residence, please submit the applicable state issued withholding election form.

- Do NOT withhold state taxes unless required by law
- Withhold state taxes at the rate of: \$ _____ or _____%

Note: The dollar amount or percentage withheld must meet the minimum withholding guidelines for your state.

If you are a resident of **North Carolina**, you must complete and return a Form NC-4P in order to withhold more than the minimum, or to opt out of withholding, for North Carolina income tax purposes.

If you are a resident of **Michigan**, you must complete and return a Form MI W-4P in order to complete your withholding election, or to opt out of withholding, for Michigan income tax purposes.

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Step 5: Distribution method *(DO NOT complete if electing a direct rollover. A check will be mailed to the rollover institution.)*

Note: You'll be paid via check unless you provide other instructions.

The requested method of payment should be:

- A check** mailed to the address provided by the participant, beneficiary, or alternate payee indicated in Step 1 of this form
- A check** mailed to the plan administrator/employer
- Direct deposit**

For direct deposit only: Please submit a voided check with this completed form. If direct deposit information is incomplete or illegible, a check will be mailed to the address indicated on this form to avoid processing delays. Also, please complete the following information:

For direct deposit, the following information is required:

Name as it appears on account _____

Financial institution _____

Bank transit/ ABA number (9-digit number) _____

Account # _____

- Select one: Checking **(a voided check must be attached)**
 Savings

Important information

Residents of all states except Alabama, Arkansas, Colorado, District of Columbia, Florida, Kentucky, Louisiana, Maine, Maryland, New Jersey, New Mexico, New York, Ohio, Oklahoma, Pennsylvania, Rhode Island, Tennessee, Virginia, and Washington, please note: Any person who knowingly, and with intent to defraud any insurance company or other person, files or submits an application or statement of claim containing any materially false or deceptive information, or conceals, for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime and may subject such person to criminal and civil penalties.

For Arkansas, Colorado, Kentucky, Louisiana, Maine, New Mexico, Ohio, Rhode Island, Tennessee residents only: Any person who, knowingly and with intent to injure, defraud or deceive any insurance company or other person, files an application for insurance or statement of claim containing any materially false information or conceals, for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime and may subject such person to criminal and civil penalties, fines, imprisonment, or a denial of insurance benefits.

For Alabama residents only: Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or who knowingly presents false information in an application for insurance is guilty of a crime and may be subject to restitution fines or confinement in prison, or any combination thereof.

For District of Columbia residents only: WARNING: It is a crime to provide false or misleading information to an insurer for the purpose of defrauding the insurer or any other person. Penalties include imprisonment and/or fines. In addition, an insurer may deny insurance benefits if false information materially related to a claim was provided by the applicant.

For Florida and New Jersey residents only: Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or misleading information is guilty of a felony of the third degree.

For Maryland residents only: Any person who knowingly or willfully presents a false or fraudulent claim for payment of a loss or benefit or who knowingly or willfully presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

For New York residents only: Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime and shall also be subject to civil penalty not to exceed five thousand dollars and the stated value of the claim for each such violation.

For Oklahoma and Pennsylvania residents only: Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information or conceals for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.

For Washington residents only: Any person who knowingly presents a false or fraudulent claim for payment of a loss or knowingly makes a false statement in an application for insurance may be guilty of a criminal offense under state law.

For contracts issued in Delaware: In compliance with The Civil Union and Equality Act, effective January 1, 2012, under all of The Lincoln National Life Insurance Company insurance contracts, certificates and riders covering Delaware residents, any benefit, coverage or right, governed by Delaware state law, provided to a person considered a spouse by marriage will also be provided to a party to a civil union and any benefit, coverage or right, governed by Delaware state law, provided to a child of a marriage will also be provided to a child of a civil union.

For contracts issued in Illinois: The terms and requirements of the Illinois Religious Freedom Protection and Civil Union Act were incorporated into existing Illinois law, including the Illinois Insurance Code. Therefore, beginning June 1, 2011, all contracts of insurance, including renewals and existing contracts, comply with that Act.

Distribution request form

Step 6: Signatures

In order for the request to be processed, steps 1 to 5 should be completed in their entirety. Any missing or incomplete information may cause processing delays.

Do one of the following:

If your plan is not subject to Qualified Joint and Survivor Annuity (QJSA): Skip **Section 1: Spousal consent** and complete **Section 2 - Participant/beneficiary/alternate payee** and forward this form to your plan administrator/employer.

If your plan is subject to QJSA: Complete both **Section 1: Spousal consent** and **Section 2: Participant/beneficiary/alternate payee** and forward this form to your plan administrator/employer.

Section 1: Spousal consent

To be completed by the participant/beneficiary/alternate payee:

Check off the box beside your current marital status. If you are married and you do not specify distribution in the form of a qualified joint and 50%* survivor annuity, then your spouse must sign the consent portion of this form in the presence of a notary public or a representative of your employer's plan. The spousal consent is valid until you change your distribution election.

* Please note: This percentage may be higher than 50% if allowed under your employer's plan.

Single

- I certify under penalties of perjury that I am not married as of the date this form is signed. I understand that if I marry after this date, but before distribution commences, the rules for married individuals will apply to me.

Married

- Your plan provides that your benefits will be paid in the form of a qualified joint and survivor annuity (QJSA) unless you elect, with your spouse's written consent, another form of benefit payment. The QJSA form of payment provides you with a monthly payment for your life and, upon your death, provides a monthly payment for your spouse equal to not less than 50% and not more than 100% of the monthly payment you received prior to your death.
- Because your spouse will receive a survivor payment, the relative financial effect of the qualified joint and survivor annuity is to reduce the monthly payments you would otherwise have received had payments been made to you as a single life annuity.
- You may elect, with your spouse's consent, not to receive your benefits in the form of a QJSA. This election must be made during the 180-day period ending on the date your benefits are due to begin.
- Your spouse's consent must be in writing and must be witnessed by a plan representative or notary public.
- You may revoke the QJSA election before your benefits commence and, if you desire, you may make a new election.

To be completed by the spouse of the participant/beneficiary/alternate payee:

By signing below, I certify that:

- I have read the **Important information** section and understand the implications stated.
- I understand my rights and obligations regarding the QJSA form of payment and the alternative form of payment. Questions I have concerning the QJSA should be directed to the attention of the plan administrator/employer.
- I consent to my spouse's election to waive the QJSA form of payment and/or the election to an immediate distribution of the benefit.

Spouse signature _____ Date _____

(The spouse's signature must be witnessed by either a notary public **or** your plan administrator/employer.)

Option 1: Notary public signature

Subscribed and sworn before me this _____

day of _____, in the year _____.

Notary public signature

State of _____

Commission expires ____ / ____ / ____ (mm/dd/yy)

Option 2: Plan administrator/employer signature

Plan administrator/employer signature _____

Date _____

Distribution request form

Section 2: Participant/beneficiary/alternate payee

- I have read the **Important information** section and understand the implications stated.
- I acknowledge that I have been given the **Special Tax Notice** (EM33691), which explains rollover rules, special tax treatment available for lump-sum distributions, the direct rollover option and mandatory income tax withholding rules.
- I have read and understand the **Special Tax Notice** (EM33691), and I waive the required 30-day notice period before receiving my distribution, if applicable. I request to have this transaction processed immediately.
- I understand and assume full responsibility for meeting the federal tax law requirements to qualify for this distribution.
- All information provided by me on this form is true and accurate.

Participant/beneficiary signature _____ Date _____

Participant/beneficiary (if participant is deceased)/or alternate payee (for QDRO requests), please sign above. If you move during the year in which you take distribution, you must contact us and provide your new address; otherwise, you may not receive your Form 1099-R.

Return this form to your plan administrator/employer to begin the distribution request process.

Section 3: For plan administrator/employer use only *Upon signing this form, forward to your TPA for approval (if applicable).*

By signing below, I certify that:

- I have read the **Important information** section and understand the implications stated.
- Lincoln will process this request based on TPA authorization only. Lincoln will not screen for plan administrator's or employer's signature.

Plan administrator/employer signature _____ Date _____

Section 4: For third party administrator use only

NOTE: Lincoln will process this request based on TPA authorization only. Lincoln will not screen for plan administrator's or employer's signature, death certificate, hardship paperwork, or QDRO orders.

Complete the following participant information

Is the employee 100% vested? Yes No If "No" indicate the vesting percentage below:

- \$ _____ or _____% of employer contributions are available for withdrawal.
- \$ _____ of salary deferral contributions are available for hardship withdrawal.
- Employer contributions:** Participant is _____% vested at the time of withdrawal.
- Employer matching contributions:** Participant is _____% vested at the time of withdrawal.
- Employer discretionary contributions:** Participant is _____% vested at the time of withdrawal.
- Employer profit sharing contributions:** Participant is _____% vested at time of withdrawal for employer profit sharing funds.
- The vested percentage listed for the participant on the Lincoln website is accurate as of ____ / ____ / ____ (mm/dd/yyyy).
If the vested percentage is incorrect, I have listed the correct percentage here _____%

I direct Lincoln to proceed with the benefit choices specified on this form.

TPA name _____ Phone number _____

TPA authorization code _____ Contact name _____

QDRO fee \$ _____ apply to: Alternate payee Participant

(All other TPA distribution fees are established at plan setup and deducted automatically at the time of withdrawal. Fees will be sent monthly to the TPA.)

To complete processing, forward the completed form to Lincoln as instructed below:

Mail this form to: Lincoln Retirement Services Company, LLC, P.O. Box 7876, Fort Wayne, IN 46801-7876

or

Fax this form to: Lincoln Retirement Services Company, LLC at 260-455-9975

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Mutual funds in the *Lincoln Alliance*[®] program are sold by prospectus. An investor should carefully consider the investment objectives, risks, and charges and expenses of the investment company before investing. The prospectus and, if available, the summary prospectus contain this and other important information and should be read carefully before investing or sending money. Investment values will fluctuate with changes in market conditions so that, upon withdrawal, your investment may be worth more or less than the amount originally invested. For a prospectus, please contact your Lincoln professional.

The *Lincoln Alliance*[®] program includes certain services provided by Lincoln Financial Advisors Corp. (LFA), a broker-dealer (member FINRA) and an affiliate of Lincoln Financial Group, 1300 S. Clinton St., Fort Wayne, IN 46802. Unaffiliated broker-dealers also may provide services to customers.

The Lincoln Fixed Annuity is a group fixed annuity contract issued by The Lincoln National Life Insurance Company, Fort Wayne, IN 46802 on Form 28866 8/99, 28866 05/04, or 28866-SV20 05/04. **Guarantees for the Lincoln Fixed Annuity are subject to the claims-paying ability of the issuer.**

The Lincoln NY Fixed Annuity is a group fixed annuity contract issued by Lincoln Life & Annuity Company of New York, Syracuse, NY, 13202 on Form 28866NY 11/03, 28866NY 11/05, 28866NY 11/05, 28866NY 3/99, 28866NY 3/99-K, 28866NY 3/99-M, 28866NY 8/99, 28866NY 96-103 M, 28866NY 96-103 NY, 28866NY 96-103CC, 28866NY 96-103JH, 28866NY 96-103K, 28866NY-V(05-09), or AR 700NY 10/09. **Guarantees for the Lincoln NY Fixed Annuity are subject to the claims-paying ability of the issuer.**

The Lincoln NY Stable Value Account is a group fixed annuity contract issued by Lincoln Life & Annuity Company of New York, Syracuse, NY, 13202 on Form AN 700NY 01/14 or AR 700NY 10/09. **Guarantees for the Lincoln NY Stable Value Account are subject to the claims-paying ability of the issuer.**

The Lincoln Stable Value Account is a fixed annuity contract issued by The Lincoln National Life Insurance Company, Fort Wayne, IN 46802 on Form 28866-SV 01/01, 28866-SV20 05/04, 28866-SV90 05/04, AN 700 01/12, or AR 700 10/09. **Guarantees for the Lincoln Stable Value Account are subject to the claims-paying ability of the issuer.**

There are restrictions on the amount that can be withdrawn from the Lincoln Fixed Account and the Lincoln Stable Value Account in a 12-month period. Transfers from the Lincoln Stable Value Account may be subject to a 90-day equity wash.

Lincoln *Secured Retirement Income*SM group variable annuity contract (contract form AN-701 and state variations) is issued by The Lincoln National Life Insurance Company, Fort Wayne, IN, and distributed by Lincoln Financial Distributors, Inc., a broker-dealer. The Lincoln National Life Insurance Company does not solicit business in the state of New York, nor is it authorized to do so. **Contractual obligations are subject to the claims-paying ability of The Lincoln National Life Insurance Company.**

Product and features subject to state availability. Limitations and exclusions may apply.

All contract guarantees, including those for guaranteed income, or annuity payout rates, are subject to the claims-paying ability of the issuing insurance company. They are not backed by the broker-dealer or insurance agency from which this annuity is purchased, or any affiliates of those entities other than the issuing company affiliates, and none makes any representations or guarantees regarding the claims-paying ability of the issuer.

Lincoln Financial Group[®] affiliates, their distributors, and their respective employees, representatives, and/or insurance agents do not provide tax, accounting, or legal advice. Clients should consult their own independent advisor as to any tax, accounting or legal statements made herein. We recommend that you consult a tax advisor regarding the distribution rules as they pertain to your personal circumstances.

Affiliates of Lincoln National Corporation include, but are not limited to, The Lincoln National Life Insurance Company, Lincoln Life & Annuity Company of New York, and Lincoln Retirement Services Company, LLC, herein separately and collectively referred to as ("Lincoln").

Lincoln Financial Group is the marketing name for Lincoln National Corporation and its affiliates. Affiliates are separately responsible for their own financial and contractual obligations.

Special Tax Notice Regarding Plan Payment from Non-Roth and Designated Roth Accounts

Your rollover options

You are receiving this notice because all or a portion of a payment you are receiving from an employer-sponsored retirement plan ("Plan") may be eligible to be rolled over to an IRA or 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 that are from a "designated Roth account" (an account for taxable, Roth elective deferral contributions) and payments from a "non-Roth account" (an account for pre-tax elective deferral contributions). If you are only receiving a payment from one of these types of accounts, you need only read the sections of this notice that apply to that type of account. If you are receiving payments from both types of accounts, you should read the entire notice. In addition, the Plan administrator or payor will tell you the amount that is being paid from each account if you are receiving payments from both types of accounts.

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?

Non-Roth Account

In general. You will be taxed on a payment from a non-Roth account under the Plan if you do not roll it over. If you are under age 59½ and do not do a rollover, you will also have to pay a 10% additional income tax on early distributions (unless an exception applies). However, if you do a rollover, you will not have to pay tax until you receive payments later and the 10% additional income tax will not apply if those payments are made after you are age 59 ½ (or if an exception applies).

If your payment includes after-tax contributions. After-tax contributions included in a payment are not taxed. If a payment is only part of your benefit, an allocable portion of your after-tax contributions is 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.

If you do a 60-day rollover to an IRA of only a portion of a payment made to you, 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.

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 earnings in the payment. If you are under age 59½, a 10% additional income tax on the early distributions 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.

Where may I roll over the payment?

Non-Roth account

In general. 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 from a designated Roth account 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 457(b) 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, no spouse consent rules apply to Roth IRAs 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 either do a direct rollover or a 60-day rollover.

Non-Roth account

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

If you do not do a direct rollover, you may still do a rollover by making a deposit into an IRA or eligible employer plan that will accept it. You will have 60 days after you receive the payment to make the deposit. If you do not do a direct rollover, the Plan is required to withhold 20% of the payment for federal income taxes (up to the amount of cash and property received other than employer stock). This means that, in order to roll over the entire payment in a 60-day rollover, you must use other funds to make up for the 20% withheld. If you do not roll over the entire amount of the payment, the portion not rolled over will be taxed and will be subject to the 10% additional income tax on early distributions if you are under age 59½ (unless an exception applies).

Designated Roth account

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

If you do not do a direct rollover, you may still do a rollover by making a deposit within 60 days 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, each of the payments will include allocable portion of the earnings in your designated Roth account.

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?

The following rules are the same for both non-Roth and designated Roth accounts.

If you wish to do a rollover, you may roll over all or part of the amount eligible for rollover. Any payment from the Plan is eligible for rollover, except:

- Certain payments spread over a period of at least 10 years or over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary)
- Required minimum distributions after age 70½ (or after death)
- Hardship distributions
- ESOP dividends
- Corrective distributions of contributions that exceed tax law limitations
- Loans treated as deemed distributions (for example, loans in default due to missed payments before your employment ends)
- Cost of life insurance paid by the Plan
- 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)

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

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

Non-Roth account

If you are under age 59½, you will have to pay the 10% additional income tax on early distributions for any payment from the Plan (including amounts withheld for income tax) that you do not roll over, unless one of the exceptions listed below applies. This tax is in addition to the regular income tax on the payment not rolled over.

Designated Roth account

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

Both Non-Roth accounts and designated Roth accounts

The 10% additional income tax does not apply to the following payments from the Plan:

- Payments made after you separate from service if you will be at least age 55 in the year of the separation
- Payments that start after you separate from service if paid at least annually in equal or close to equal amounts over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary)
- Payments from a governmental defined benefit pension plan made after you separate from service if you are a public safety employee and you are at least age 50 in the year of the separation
- Payments made due to disability
- Payments after your death

- Payments of ESOP dividends
- Corrective distributions of contributions that exceed tax law limitations
- Cost of life insurance paid by the Plan
- Payments made directly to the government to satisfy a federal tax levy
- Payments made under a qualified domestic relations order (QDRO)
- Payments up to the amount of your deductible medical expenses
- Certain payments made while you are on active duty if you were a member of a reserve component called to duty after September 11, 2001 for more than 179 days
- Payments of certain automatic enrollment contributions requested to be withdrawn within 90 days of the first contribution

If I do a rollover to an IRA (or Roth IRA for payments from a designated Roth account) will the 10% additional income tax apply to early distributions from the IRA?

Non-Roth account

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

- There is no exception for payments after separation from service that are made after age 55.
- The exception for qualified domestic relations orders (QDROs) does not apply (although a special rule applies under which, as part of a divorce or separation agreement, a tax-free transfer may be made directly to an IRA of a spouse or former spouse).
- The exception for payments made at least annually in equal or close to equal amounts over a specified period applies without regard to whether you have had a separation from service.
- There are additional exceptions for (1) payments for qualified higher education expenses, (2) payments up to \$10,000 used in a qualified first-time home purchase, and (3) payments 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).

Designated Roth account

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

- There is no special exception for payments after separation from service.
- The exception for qualified domestic relations orders (QDROs) does not apply (although a special rule applies under which, as part of a divorce or separation agreement, a tax-free transfer may be made directly to a Roth IRA of a spouse or former spouse).
- The exception for payments made at least annually in equal or close to equal amounts over a specified period applies without regard to whether you have had a separation from service.
- There are additional exceptions for (1) payments for qualified higher education expenses, (2) payments up to \$10,000 used in a qualified first-time home purchase, and (3) payments 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).

Are there consequences of failing to defer distributions until retirement?

Saving adequately for retirement is one of the most important decisions you will make during your employment years. For participants that have recently severed employment, (1) electing to leave your account in your former employer's retirement Plan, (2) rolling the account to a Roth IRA, IRA or new employer's plan, or (3) taking the distribution in cash is a decision that should be weighed very carefully in order to meet your long-term savings goals.

Factors you should consider include:

- Generally, if your vested account balance is more than \$5,000, you may leave your retirement account with your previous employer's Plan until the later of age 62 or the date you reach the plan's normal retirement age.
- As an investor, with an ultimate goal of saving the maximum for retirement while also managing investment risk, you should review the investment fees and administrative costs associated with your current Plan, any future employer's Plan and various IRAs that are available in the marketplace. Such investment fees and administrative costs may be lower in your employer's plan than you will be able to find elsewhere.
- Electing to take a distribution in cash now may cause you to have insufficient funds to retire. In addition, distributions of non-Roth and earnings from designated Roth accounts are subject to federal income tax and, based on your specific circumstance, and additional 10% tax may apply. You should carefully consider how you will make up these contributions and accumulate adequate earnings in order to retire when you would like.

Additional information regarding payout options:

This notice summarizes the federal tax rules that may apply to your payment. You are encouraged to obtain further information from your Plan administrator describing payout alternatives and expenses specific to your Plan. A Summary Plan Description (SPD), for 401(a), including 401(k), and ERISA 403(b) plans, can also be a valuable resource as you weigh your distribution/rollover options. Investment prospectus(es) or investment profiles are also a valuable source for fee/expense comparisons. To view information regarding fees and expenses, please visit LincolnFinancial.com.

Special rules and options

If you miss the 60-day rollover deadline

Generally, the 60-day rollover deadline cannot be extended. However, the IRS has the limited authority to waive the deadline under certain extraordinary circumstances, such as when external events prevented you from completing the rollover by the 60-day rollover deadline. To apply for a waiver, you must file a private letter ruling request with the IRS. Private letter ruling requests require the payment of a nonrefundable user fee. For more information, see: IRS Publication 590-A, Contributions to Individual Retirement Arrangements (IRAs).

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

Non-Roth account

If you do not do a rollover, you can apply a special rule to payments of employer stock (or other employer securities) that are either attributable to after-tax contributions or paid in a lump sum after separation from service (or after age 59½, disability, or the participant's death). Under the special rule, the net unrealized appreciation on the stock will not be taxed when distributed from the Plan and will be taxed at capital gain rates when you sell the stock. Net unrealized appreciation is generally the increase in the value of employer stock after it was acquired by the Plan. If you do a rollover from a payment that includes employer stock (for example, by selling the stock and rolling over the proceeds within 60 days of the payment), the special rule relating to the distributed employer stock will not apply to any subsequent payments from the IRA or employer plan. The Plan administrator can tell you the amount of any net unrealized appreciation.

Designated Roth account

If you receive a payment that is not a qualified distribution and you do not roll it over, you can apply a special rule to payments of employer stock (or other employer securities) that are paid in a lump sum after separation from service (or after age 59½, disability, or the participant's death). Under the special rule, the net unrealized appreciation on the stock included in the earnings in the payment will not be taxed when distributed to you from the Plan and will be taxed at capital gain rates when you sell the stock. If you do a rollover to a Roth IRA from a nonqualified distribution that includes employer stock (for example, by selling the stock and rolling over the proceeds within 60 days of the distribution), you will not have any taxable income and the special rule relating to the distributed employer stock will not apply to any subsequent payments from the Roth IRA or employer plan. Net unrealized appreciation is generally the increase in the value of the employer stock after it was acquired by the Plan. The Plan administrator can tell you the amount of any net unrealized appreciation.

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

If you have an outstanding loan that is being offset

Non-Roth account

If you have an outstanding loan from the Plan, your Plan benefit may be offset by the amount of the loan, typically when your

employment ends. The loan offset amount is treated as a distribution to you at the time of the offset. The loan offset amount will be taxed (including the 10% additional income tax on early distributions, unless an exception applies) unless you do a 60-day rollover in the amount of the loan offset to an IRA or employer plan.

Designated Roth account

If you have an outstanding loan from the Plan, your Plan benefit may be offset by the amount of the loan, typically when your employment ends. The loan offset amount is treated as a distribution to you at the time of the offset and, if the distribution is a nonqualified distribution, the earnings in the loan offset will be taxed (including the 10% additional income tax on early distributions, unless an exception applies) unless you do a 60-day rollover in the amount of the earnings in the loan offset to a Roth IRA or a designated Roth account in an employer plan.

If you were born on or before January 1, 1936

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

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

If the Plan is a governmental plan, you retired as a public safety officer, and your retirement was by reason of disability or was after normal retirement age, you can exclude from your taxable income plan payments (including nonqualified distributions from a designated Roth account) that are paid directly as premiums to an accident or health plan (or a qualified long-term care insurance contract) that your employer maintains for you, your spouse, or your dependents, up to a maximum of \$3,000 annually. For this purpose, a public safety officer is a law enforcement officer, firefighter, chaplain, or member of a rescue squad or ambulance crew.

If you are not a plan participant

Non-Roth account

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 (the sections applicable to payments from non-Roth accounts). However, the 10% additional income tax on early distributions and the special rules for public safety officers do not apply, and the special rule described under the section "If you were born on or before January 1, 1936" applies only if the participant was born on or before January 1, 1936.

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. In addition, if you choose to do a rollover to an IRA, you may treat the IRA as your own or as an inherited IRA.

An IRA you treat as your own is treated like any other IRA of yours, so that payments made to you before you are age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies) and required minimum distributions from your IRA do not have to start until after you are age 70½.

If you treat the IRA as an inherited IRA, payments from the IRA will not be subject to the 10% additional income tax on early distributions. However, if the participant had started taking required minimum distributions, you will have to receive required minimum distributions from the inherited IRA. If the participant had not started taking required minimum distributions from the Plan, you will not have to start receiving required minimum distributions from the inherited IRA until the year the participant would have been age 70½.

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.

Payments under a qualified domestic relations order. If you are the spouse or a former spouse of the participant who receives a payment from the Plan under a qualified domestic relations order (QDRO), you generally have the same options the participant would have (for example, you may roll over the payment to your own IRA or an eligible employer plan that will accept it). Payments under the QDRO will not be subject to the 10% additional income tax on early distributions.

Designated Roth account

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 (the sections applicable to payments from designated Roth accounts). However, whether the payment is a qualified distribution generally depends on when the

participant first made a contribution to the designated Roth account in the Plan. Also, the 10% additional income tax on early distributions and the special rules for public safety officers do not apply, and the special rule described under the section "If you receive a nonqualified distribution and you were born on or before January 1, 1936" applies only if the 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. In addition, if you choose to do a rollover to a Roth IRA, you may treat the Roth IRA as your own or as an inherited Roth IRA.

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

If you treat the Roth IRA as an inherited Roth IRA, payments from the Roth IRA will not be subject to the 10% additional income tax on early distributions. An inherited Roth IRA is subject to required minimum distributions. If the participant had started taking required minimum distributions from the Plan, you will have to receive required minimum distributions from the inherited Roth IRA. If the participant had not started taking required minimum distributions, you will not have to start receiving required minimum distributions from the inherited Roth IRA until the year the participant would have been age 70½.

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

Payments under a qualified domestic relations order. If you are the spouse or a former spouse of the participant who receives a designated Roth account payment from the Plan under a qualified domestic relations order (QDRO), you generally have the same options the participant would have (for example, you may roll over the payment as described in the sections of this notice applicable to designated Roth accounts). Payments under the QDRO will not be subject to the 10% additional income tax on early distributions.

If you are a nonresident alien

The following rules are the same for both non-Roth and designated Roth accounts.

If you are a nonresident alien and you do not do a direct rollover to a U.S. IRA or U.S. employer plan, instead of withholding 20%, the Plan is generally required to withhold 30% of the payment for federal income taxes. If the amount withheld exceeds the amount of tax you owe (as may happen if you do a 60-day rollover), you may request an income tax refund by filing Form 1040NR and attaching your Form 1042-S. See Form W-8BEN for claiming that you are entitled to a reduced rate of withholding under an income tax treaty. For more information, see also IRS Publication 519, U.S. Tax Guide for Aliens, and IRS Publication 515, Withholding of Tax on Nonresident Aliens and Foreign Entities.

If you have a non-Roth account and you roll over your payment to a Roth IRA

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. However, the 10% additional income tax on early distributions will not apply (unless you take the amount rolled over out of the Roth IRA within 5 years, counting from January 1 of the year of the rollover).

If you roll over the payment to a Roth IRA, later payments from the Roth IRA that are qualified distributions will not be taxed (including earnings after the rollover). A qualified distribution from a Roth IRA is a payment made after you are age 59½ (or after your death or disability, or as a qualified first-time homebuyer distribution of up to \$10,000) and after you have had a Roth IRA for at least 5 years. In applying this 5-year rule, you count from January 1 of the year for which your first contribution was made to a Roth IRA. Payments from the Roth IRA that are not qualified distributions will be taxed to the extent of earnings after the rollover, including the 10% additional income tax on early distributions (unless an exception applies). You do not have to take required minimum distributions from a Roth IRA during your lifetime. For more information, see IRS Publication 590-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 distribution to a designated Roth account in another employer's 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. However, the 10% additional tax on early distributions will not apply (unless 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).

If you roll over the payment to a designated Roth account in the Plan, later payments from the designated Roth account that are qualified distributions will not be taxed (including earnings after the rollover). A qualified distribution from a designated Roth

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

If your Plan does not provide for designated Roth Accounts, the above rules will not apply. See the “Designated Roth Account” section under “Where may I roll over the payment” above for the rules applicable to rollovers from a designated Roth account to a Roth IRA.

If your payment is subject to the mandatory cashout rules

Non-Roth account

Unless you elect otherwise, a mandatory cashout of more than \$1,000 (not including payments from a designated Roth account in the Plan) may be directly rolled over to an IRA chosen by the Plan administrator or the payor. A mandatory cashout is a payment from a plan to a participant made before age 62 (or normal retirement age, if later) and without consent, where the participant’s benefit does not exceed \$5,000 (not including any amounts held under the plan as a result of a prior rollover made to the plan).

Not every plan provides for mandatory cashouts. If your Plan does not provide for mandatory cashouts, the above rules will not apply. Some plans may require mandatory rollover of less than \$1,000 be directly rolled over to an IRA. For more information about the Plan’s cashout rules, check with the Plan administrator and/or refer to the Plan’s summary plan description (SPD).

Designated Roth account

Unless you elect otherwise, a mandatory cashout from a designated Roth account in the Plan of more than \$1,000 may be directly rolled over to a Roth IRA chosen by the Plan administrator or the payor. A mandatory cashout is a payment from a plan to a participant made before age 62 (or normal retirement age, if later) and without consent, where the participant’s benefit does not exceed \$5,000 (not including any amounts held under the plan as a result of a prior rollover made to the plan).

Not every plan provides for mandatory cashouts. If your Plan does not provide for mandatory cashouts, the above rules will not apply. Some plans may require mandatory rollover of less than \$1,000 be directly rolled over to a Roth IRA. For more information about the Plan’s cashout rules, check with the Plan administrator and/or refer to the Plan’s summary plan description (SPD).

Other special rules (applicable to both non-Roth and designated Roth accounts)

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 are less than \$200, the Plan is not required to allow you to do a direct rollover and is not required to withhold for federal income taxes. However, you 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, see IRS Publication 3, Armed Forces’ Tax Guide.

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

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 plan 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 irs.gov, or by calling 1-800-TAX-FORM.