

BEFORE ROLLING OVER A QUALIFIED/EMPLOYER-SPONSORED PLAN, CONSIDER YOUR OPTIONS:



YOUR OPTIONS	PROS (+)	CONS (-)
Rollover to an Individual Retirement Account (IRA)	<ul style="list-style-type: none"> • Product expenses could be lower • Tax-deferred contributions allowed based on current employment and income • Tax-deferred growth • Flexible and expanded investment options • Consolidate assets in one convenient place, economies of scale. • Choose a ROTH after-tax account, if appropriate • Can opt to distribute Required Minimum Distributions from one IRA • Work with professional for comprehensive planning and investment management. • Flexible beneficiary options, depending on custodian's Terms 	<ul style="list-style-type: none"> • Loans on existing plans have to be paid back or could be taxable. "Can't borrow from IRA." • Annual fees or commissions could be higher than your plan • Custodial or other maintenance fees could apply • Product expenses could be higher • May require spousal consent for beneficiary changes
Remain in your plan	<ul style="list-style-type: none"> • Tax-deferred growth • Protection from creditors • May have lower fees • May move to another employer's retirement plan later • May be able to delay Required Minimum Distributions past age 72 (<i>applies to those who turned 70.5 in 2020 or later if still working at the company</i>). 	<ul style="list-style-type: none"> • No further tax-deferred contributions allowed to this existing plan • Limited investment options • No loans/borrowing from old 401(k) plans • May be forced out of plan if assets are less than minimum Ex. \$5,000 • May require spousal consent for beneficiary changes
Rollover to another employer's plan	<ul style="list-style-type: none"> • Tax-deferred growth • Protection from creditors • May have lower fees • May be able to borrow from the plan • May be able to consolidate retirement assets in one account, if plan allows 	<ul style="list-style-type: none"> • Limited investment options • May have limits on how money is moved between investment choices in the plan • Annual fees or commissions could be higher than your plan • Product expenses could be higher
Cash Distribution	<ul style="list-style-type: none"> • Immediate access to money • Taking a distribution of shares of company stock may lower the taxes due 	<ul style="list-style-type: none"> • Lose tax-deferral status • Taxed as ordinary income in general; may be subject to Federal and State taxes • Mandatory 20% Federal withholding may apply • 10% early withdrawal penalty may apply if before age 59 ½*

*These are just some of the general options and issues to consider. Please discuss these and any unique needs and circumstances with your financial professional. Consult with your tax professional for additional information. [Click here](#) for other educational resources. Data as of 11/2021 and is subject to change without notice. *Exceptions apply*