INVESMART PARTICIPANT DISTRIBUTION FORM
Tulalip Tribes of Washington Employees' Retirement Plan
Please read the directions attached to this form.

Plan Sponsor Authorization
The Employer must complete ALL information

Participant's Last Day of Work: ______________________ Date of Last Payroll Contribution: _______________

Hours Worked during the Current Plan Year: ☐ Less than 501 ☐ 501-999 ☐ 1000+ ☐ Disabled ☐ Retired

I certify the information given *above* is true and complete to the best of my knowledge. I understand the Participant's funds will be forwarded per the instructions directed by the Participant. In addition, I authorize the withdrawal and disbursement of this benefit according to the terms of this contract and **"The Plan."**

Authorized Plan Signature: ____ Date: ____________________________________

Print Name: ____

Participant Information
The Participant must complete ALL indicated information

Participant Name: ____

Address: ____

____

____

City: ____

State: _____________ Zip: _______________

Social Security Number: __________________________

Date of Birth: __________________________

Date of Hire: __________________________

Daytime Phone Number: (____) ______________________

E-Mail Address (Optional): __________________________

____

Payment Options
The Participant should complete by choosing from the options below:

A check will be made payable to the name and mailed to the address of the Participant for all cash distributions. Mandatory 20% Federal Tax Withholding will apply to all cash distributions. In addition, State Tax withholding may apply.

☐ **LUMP SUM CASH DISTRIBUTION:** Please pay my entire vested account balance to me.

☐ **SPLIT CASH/ROLLOVER DISTRIBUTION:** Please pay $________ or ______% of my vested account balance to me and rollover the remaining balance to one of the following:

- ☐ Individual Retirement Account (IRA)
- ☐ Eligible Employer Plan

☐ **DIRECT ROLLOVER:** Please rollover 100% of my vested account balance directly to:

- ☐ Individual Retirement Account (IRA)
- ☐ Eligible Employer Plan

Other Payment Options
These options are available only if my account exceeds $5000 at the time the distributable event is triggered:

☐ I elect to postpone distribution until a later date.

☐ Explanation of Annuity Options. My Beneficiary's Date of Birth is: ____

☐ I would like Invesmart to contact me about additional information on receiving installment payments.

Tax Withholding Instructions

☐ **FEDERAL INCOME TAXES:** Please withhold an extra $_____________ or ______________% for Federal Income Tax <u>in addition</u> to the 20% required withholding.

☐ **STATE INCOME TAXES:** I have read the attached instructions regarding State Income Tax Withholding and **I** ☐ **elect not to** have State Taxes withheld ☐ **elect to** have State Taxes withheld at ________% from my distribution. Please note, State Income Tax Withholding is mandatory in certain states and required withholding will be made.

Loan Information

Please choose from the options below:

☐ N/A, I do not have an Outstanding Loan from the Retirement Plan

☐ I will **NOT** be paying off my loan. I understand my Outstanding Loan balance will be considered a distribution and that I will be responsible for the associated taxes and penalties.

☐ I would like to **PAY OFF** my Outstanding Loan. (To obtain loan payoff information please contact Tulalip Tribes Benefits Department. Your funds will not be disbursed until the loan payoff is complete.)

If you have an Outstanding Loan and you do not select one of the options above your Outstanding Loan balance will be considered a distribution and you will be responsible for the associated taxes and penalties.

Payment Instructions

☐ Please mail my check* to: ☐ My Home Address ☐ The Rollover Address (as listed below)

☐ Wire Funds* (complete wiring instructions below)

Name of Institution or Qualified Plan: ____________________ Phone Number: ____________

Address: ____________________

City, State, Zip ____________________

Name on Account: ____________________

Account Number: ____________________

ABA Number: ____________________

Additional Instructions: ____________________

*A fee may be deducted from the account to cover the cost of check writing or wiring fees.

Spousal Consent

If you are married and the account balance exceeds $5000, this section is to be completed by your Spouse and Notary or Plan Administration.

☐ I am not legally married. **(Please skip the rest of this section.)**

☐ I am the spouse of the Plan Participant who has elected the indicated method of payment. I consent to the distribution of benefits to my spouse and to this method of payment. I acknowledge and understand that by consenting to this election, I am waiving all rights I have to a survivor benefit to which I may legally be entitled after the Participant's death. I understand that once my consent has been made, this election is irrevocable.

Spouse's Signature : ______________________________ Date: ______________

Notary Public Certification: On ____________ before me ______________________, personally appeared and is ☐ personally known to me **OR** ☐ proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s) of the entity upon behalf of which the person(s) acted, executed the instrument.

My Commission expires: ______________ Address:______________________

State of:____________ County of:______________

Witness my hand and official seal. ______________________Signature of Notary Public Date ____________

- OR -

Signature of Plan Representative ______________________________ Date ____________

Participant Authorization

I understand the terms and conditions relating to the payment of benefits from **"The Plan"** as explained in the **"Special Tax Notice Regarding Plan Payments."** I certify that the information I have provided above is true and correct to the best of my knowledge. I understand that the trustee of **"The Plan"** will rely on this information in making the distribution that I have requested. I hereby consent to payment of my vested account balance as indicated on this form. Furthermore, I elect to waive my 30-Day Election Period (no less than 7 days), unless I have checked the following box:

☐ I elect not to waive my 30-day election period. I understand this may delay my distribution.

Participant's Signature : ______________________________ Date: ______________

Print Name: ______________________________

INVESMART PARTICIPANT DISTRIBUTION FORM INSTRUCTIONS

PLEASE READ ENTIRELY BEFORE COMPLETING THE ATTACHED FORM. IF THE FORM IS INCOMPLETE, IT WILL BE RETURNED FOR COMPLETION AND THE DISTRIBUTION WILL TAKE LONGER TO PROCESS.

1. This form may only be used if the Participant **Terminated Employment (resigned or reduction in force), the** employer has recognized the Participant as legally **disabled** or qualify for **Normal Retirement or Early Retirement.**
2. When requesting a distribution for one of the reasons listed above, the Participant and Authorized Plan Representative, if applicable, must complete the form.
3. Once the **EMPLOYER AUTHORIZATION** section is complete; the form will then be forwarded to the Participant.
4. The Participant should complete ALL sections (other than the Employer Authorization) and sign and date the **PARTICIPANT AUTHORIZATION.**
5. To get an idea of the approximate account balance, please check the most recent statement. If you have an active User ID and Password you may access current account information on the Voice Response System at 800-370-9601 or the web site at www.invesmart.com.
6. If you are taking a cash distribution from an Individually Directed Brokerage Account, you must sell your funds to the Money Market account prior to submitting this form.
7. *Casino Employees* - Keep a copy of the completed form for your records and mail the original forms to: **Tulalip Tribes of Washington, Attn: Benefits Administrator, 10200 Quil Ceda Boulevard Tulalip, WA 98271.**
   Tribe Employees - Keep a copy of the completed form for your records and mail the original forms to: **Tulalip Tribes of Washington, Attn: Benefits Administrator, 6700 Totem Beach Road Tulalip, WA 98271.**
8. Once Invesmart receives the distribution forms and verifies completion, the distribution process will begin. This process takes approximately 30 days. Your funds will be liquidated and issued according to the elections you made on this form. **If incomplete forms are sent to Invesmart, they will be returned for completion. Invesmart will not begin liquidating funds for a distribution until ALL completed forms are in our office. If you have questions about your distribution you may call an Invesmart Customer Service Representative at 800-370-9601.**
9. IMPORTANT – Some Retirement Plans contain a provision called a **"JOINT & SURVIVOR ANNUITY DISTRIBUTION."** If your Plan contains Joint and Survivor Annuity language please see the Frequently Asked Questions section below

FREQUENTLY ASKED QUESTIONS

Q: How long will my distribution or rollover take?

A: Allow up to 30 days to receive your distribution or rollover check. Due to the complexity of processing the distributions, some distributions take longer than others. Distributions are processed as efficiently as possible.

Q: What forms do I need to complete to take a distribution from my retirement plan?

A: An Invesmart Participant Distribution Form will need to be completed. It is not necessary to send information from your new IRA or Qualified Plan to Invesmart to request the Rollover or Distribution of your funds. You should have an Invesmart Participant Distribution Form, a Special Tax Notice Regarding Plan Payments and, if it applies, an Explanation of Optional Forms of Benefit.

Q: What is the time limit to move my funds out of the plan?

A: There is no time limit as to when you need to remove your funds after termination of employment if you hold an account balance greater than $5000. If you hold an account balance of $5000 or less your employer has the right to distribute your account balance without your consent. When you are ready to take a distribution, you may request distribution paperwork by contacting your Authorized Plan Representative or an Invesmart Customer Service Representative.

Q: What is the 30-day election period?

A: The Participant must be given the opportunity to consider the decision of whether or not to elect rollover for at least 30 days after the '**Special Tax Notice Regarding Plan Payment'** is provided.

STATE WITHHOLDING INFORMATION

General State Withholding Guidelines:

State withholding falls into one of the three following categories:

1. **Mandatory State Withholding**: Some states require state income taxes be withheld from distributions from qualified plans made to individuals who legally reside in that state if federal taxes are withheld from those payments. However, several of these states let individuals elect out of state withholding in certain situations. In these cases a written request must be provided by the individual receiving the payment.

2. **Voluntary State Withholding**: Voluntary withholding states are states that let individuals determine whether they want state taxes withheld from their payments, regardless of whether federal taxes are withheld. Individuals who legally reside in these states must determine the amount they want to have withheld. If no written election is made, there will be no state withholding.

3. **States With No Withholding**: Some states have no income tax on distributions from qualified plans. Therefore, no state withholding is required from these payments

Mandatory State Withholding

Mandatory State Withholding - No Exceptions	**Mandatory State Withholding - Unless Participant Provides Rate from the Applicable State Form**
• DE - 5% of taxable portion of distribution • KS - 5% of taxable portion of distribution • ME - 5% of taxable portion of distribution • NC - 4% of taxable portion of distribution • VT - 24% of amount of Federal taxes withheld	• IA - 5% of taxable portion of distribution • MA - 5.30% of taxable portion of distribution • OK - 5% of taxable portion of distribution • VA - 4% of taxable portion of distribution **You must forward the applicable signed State form along with your Invesmart Election Form to provide rate.**
Mandatory State Withholding - Unless Participant Elects Out • CA - 10% of amount of Federal taxes withheld • OR - 8% of taxable portion of the distribution	**Mandatory State Withholding** • MS - 3% of first $5000 taxable, 4% of the next $5000 taxable, 5% of any amount in excess of $10000 Distribution exempt from state withholding if payee is > 59.5 years old, distribution due to death, disability or QDRO, participant has terminated and is > 55 years old or annuity payments based on life expectancy

Voluntary State Withholding

Voluntary State Withholding - Participant Elects Amount Withheld (No Election, No Withholding)

AL, AR, CO, CT, DC, GA, ID, IN, KY, LA, MD, MI, MN, MO, MT, NE, NJ, NM, NY, ND, OH, PA, RI, SC, UT, WI, WV

States With No Withholding

No State Withholding

AZ, AK, FL, HI, IL, NH, NV, SD, TN, TX, WA, WY

Special Tax Notice Regarding Plan Payments

This notice contains important information that you need to review before deciding how to receive your benefit from your retirement plan.

SUMMARY

A payment from the Plan that is eligible for "rollover" can be taken in two ways. All or any portion of your payment can be either **1) PAID IN A "DIRECT ROLLOVER" or 2) PAID TO YOU**. A direct rollover is a payment of your Plan benefits to your traditional individual retirement arrangement (IRA) or to another employer plan. This choice will affect the tax you owe.

If you choose a **Direct Rollover**:

- Your payment will not be taxed in the current year and no income tax will be withheld.
- At your request, your payment can be made either directly to your traditional IRA or to another employer plan that accepts rollovers. Your plan payment cannot be rolled over to a Roth IRA, a Simple IRA, or a Coverdell Educational Savings Account, because these are not "traditional" IRAs.
- Your payment will not be taxed until you take it out of the traditional IRA or the employer plan.

If you choose to have the payment be **Paid to You**:

- The Plan Administrator is required to withhold 20 percent of the payment and send it to the IRS as income tax withholding to be credited against your taxes; therefore, <u>you receive only 80 percent of the payment</u>.
- Your payment will be taxed in the current year unless you roll it over within 60 days. Under limited circumstances, you may be able to use special tax rules to reduce the tax you owe; however, if you receive the payment before age 59 ½, you may have to pay an additional 10 percent tax.
- You can roll over the payment within 60 days of receiving it by paying it to your traditional IRA or to another employer plan that accepts rollovers. The amount rolled over will not be taxed until you take it out of the traditional IRA or employer plan.
- If you want to roll over 100 percent of the payment to a traditional IRA or employer plan, you must replace the 20 percent withheld. If you roll over only the 80 percent you received, you will be taxed on the 20 percent withheld that was not rolled over.

Generally, neither a direct rollover nor a payment can be made from the plan until at least 30 days after your receipt of this notice. Thus, after receiving this notice you have 30 days to consider whether or not to have your withdrawal directly rolled over. If you do not wish to wait until this 30-day notice period ends before your election is processed, you may waive the notice period by making an affirmative election indicating whether or not you wish to make a direct rollover. Your withdrawal will then be processed in accordance with your election as soon as practical after it is received.

PAYMENTS THAT CAN AND CANNOT BE ROLLED OVER

Payments from the Plan may be "eligible rollover distributions"—they can be rolled over to a traditional IRA (in this notice, "IRA" includes individual retirement accounts and individual retirement annuities) or to another employer plan that accepts rollovers. Payments from a plan cannot be rolled over to a Roth IRA, a SIMPLE IRA, or a Coverdell Education Savings Account. Your Plan Administrator can tell you what portion of your payment is an eligible rollover distribution.

<u>After Tax Contributions:</u> If you have after-tax contributions in the plan, these contributions may be rolled into either a traditional IRA or to certain employer plans that accept rollovers of the after-tax contributions. The following rules apply:

a) Rollover into a Traditional IRA. You can roll over your after-tax contributions to a traditional IRA either directly or indirectly. Your Plan Administrator can tell you how much of your payment is the taxable portion and how much is the after-tax portion. If you roll over after-tax contributions to a traditional IRA, it is your responsibility to keep track of, and report to the IRS on the applicable forms, the amount of these after-tax contributions. This will enable the nontaxable amount of any future distributions from the traditional IRA to be determined. Once you roll over your after-tax contributions to a traditional IRA, those amounts CANNOT later be rolled over to an employer plan.

b) Rollover into an Employer Plan. You can roll over after-tax contributions from an employer plan to another employer plan if the receiving plan provides for such rollovers. You CANNOT roll over after-tax contributions to a governmental 457 plan. If you want to roll over your after-tax contributions to an employer plan, you cannot have the after-tax contributions paid to you first. You must instruct the Plan Administrator of this Plan to make a direct rollover on your behalf. Also, you cannot first roll over after-tax contributions to a traditional IRA and then roll over that amount into an employer plan.

The following types of payments **<u>cannot</u>** be rolled over:

Payments Spread Over Long Periods - You cannot roll over a payment if it is part of a series of equal (or almost equal) payments made at least once a year and that will last for: (1) your lifetime (or life expectancy), (2) your lifetime and your beneficiary's lifetime (or life expectancies), or (3) a period of ten years or more.

Required Minimum Payments - Beginning the year you reach age 70½ or retire, a certain portion of your payment cannot be rolled over because it is a "required minimum payment" that must be paid to you.

Hardship Withdrawals – Hardship distributions made after December 31, 2001 are no longer eligible for rollover treatment.

ESOP Dividends – Cash dividends paid to you on employer stock held in an employee stock ownership plan cannot be rolled over.

Corrective Distributions – A distribution that is made to correct a failed nondiscrimination test or because legal limits on certain contributions were exceeded cannot be rolled over.

Loans Treated as Distributions – The amount of a plan loan that becomes a taxable deemed distribution because of default cannot be rolled over. However, a loan offset amount is eligible for rollover.

DIRECT ROLLOVERS

You can choose a direct rollover of all or any portion of your payment that is an "eligible rollover distribution." In a direct rollover, the eligible rollover distribution is paid directly from the Plan to a traditional IRA or another employer plan that accepts rollovers. If you choose a direct rollover, you are not taxed on a payment until you take it out of the IRA or the employer plan.

Direct Rollover to a traditional IRA - You can open a traditional IRA to receive the direct rollover. If your payment is made directly to a traditional IRA, contact an IRA sponsor (usually a financial institution) to learn how your payment is made in a direct rollover at that institution. If you are unsure of how to invest your money, you can temporarily establish a traditional IRA to receive the payment. In choosing a traditional IRA, consider whether the traditional IRA will allow you to move all or a portion of your payment to another traditional IRA at a later date. See IRS Publication 590, "Individual Retirement Arrangements," for more information on traditional IRAs (including limits on how often you can roll over between IRAs).

Direct Rollover to a Plan - If you are employed by a new employer who has a plan and you want a direct rollover to that plan, ask the Plan Administrator of that plan if your rollover will be accepted. If your new employer's plan does not accept a rollover, you can choose a direct rollover to a traditional IRA.

Direct Rollover of a Series of Payments - If you receive eligible rollover distributions that are paid in a series for less than ten years, your choice to make (or not make) a direct rollover for a payment applies to all later payments in the series until you change your election. You are free to change your election for any later payment in the series.

Change in Tax Treatment Resulting from a Direct Rollover – The tax treatment of any payment from a plan or traditional IRA receiving your Direct Rollover might be different than if you received your benefit in a taxable distribution directly from the plan. For example, if you were born before January 1, 1936, you might be entitled to ten-year averaging or capital gain treatment if you have your benefit rolled over to a section 403(b) tax-sheltered annuity, a governmental 457 plan, or a traditional IRA in a Direct Rollover, your benefit will no longer be eligible for that special treatment.

PAYMENTS PAID TO YOU

If the payment is made to you in cash, it is subject to 20 percent income tax withholding. The payment is taxed in the year you receive it unless **within 60 days** you roll it over to a traditional IRA or another plan that accepts rollovers. If you do not roll it over, special tax rules may apply.

INCOME TAX WITHHOLDING:

Mandatory Withholding · If any portion of the payment is an eligible rollover distribution, the Plan is required by law to withhold 20 percent of that amount. The 20 percent is sent to the IRS as income tax withholding. For example, if your eligible rollover distribution is $10,000, only $8,000 will be paid to you because $2,000 must be withheld as income tax. However, when preparing your income tax return for that year, report the full $10,000 as payment from the Plan. The $2,000 as tax withheld must be reported and it will be credited against any income tax you owe for the year.

Voluntary Withholding - If any portion of your payment is taxable, but **not** an eligible rollover distribution, the Mandatory Withholding rules do not apply. In such a case, you may elect not to have withholding apply to that portion. To elect out of withholding please clearly indicate such on your election form.

Sixty Day Rollover Option - If you have an eligible rollover distribution paid to you, you can still roll over all or part of it to a traditional IRA or another employer plan that accepts rollovers. If you choose to roll over your distribution, the rollover must be made within 60 days of receiving the payment. The portion of your payment that is rolled over will not be taxed until you take it out of the IRA or the employer plan.

You can roll over up to 100 percent of the eligible rollover distribution, including an amount equal to the 20 percent withheld. If you choose to roll over 100 percent, within the 60 day period you must roll over the 80 percent that you received from the plan and an amount from your own funds equal to the 20 percent withheld.

EXAMPLE · If your eligible rollover distribution is $10,000 and you choose to have the payment made to you, you will receive $8,000 and $2,000 will be sent to the IRS. You have the following two options:

OPTION 1	OR OPTION 2
Rollover Amount Received……………………………………$ 8,000 And from Other Sources……………………………………$ 2,000 Total Rolled Over……………………………………$10,000 *	Rollover Amount Received……………………………………$8,000 Sent to IRS……………………………………$2,000 *
*The entire payment is not taxed until you take it out of the IRA or employer plan. When you file your income tax return, you may get a refund of the $2,000 withheld.	*You may receive a refund of part of the $2,000 withheld when you file your income tax return. However, a refund is likely to be larger if you roll over the entire $10,000.

Additional 10% Excise Tax If You Are Under 59 ½ - If you receive a payment before you reach age 59 ½ and do not roll it over, then, in addition to the regular income tax, you may have to pay an extra tax equal to 10 percent of the taxable portion of the payment. The 10 percent tax does not apply to your payment if it is paid to you:

- Because you separate from service with your employer during or after the year you reach age 55,
- Because you retire due to disability,
- As equal (or almost equal) payments over your life or life expectancy (or you and your beneficiary's lives or life expectancies),
- To pay certain medical expenses.

See IRS Form 5329 for more information on the additional 10 percent tax.

Special Tax Treatment - If your eligible rollover distribution is not rolled over, it will be taxed in the year you receive it. If it qualifies as a "lump sum distribution", however, then it may be eligible for special tax treatment. A lump sum distribution is a payment, within one year, of your entire balance under the Plan (and certain other similar plans of the employer) that is payable to you because you reached age 59 ½ or separated from service with your employer (or, in the case of a self-employed individual, because you reach age 59 ½ or become disabled). For a payment to qualify as a lump sum distribution, you must have been a participant in the Plan for at least five years. The special tax treatment for lump sum distributions is as follows.

- **Ten Year Averaging** -If you receive a lump sum distribution and you were born before January 1,1936, you can make a one-time election to figure the tax on the payment by using "ten-year averaging" (using 1986 tax rates). This often reduces the tax you owe.
- **Capital Gain Treatment** - If you receive a lump sum distribution and you were born before January 1,1936, and if you were a participant in the plan before 1974, you may also elect to have the part of your payment that is attributable to your pre-1974 participation in the Plan (if any) taxed as long-term capital gain at a rate of 20 percent.

Other Limits on the Traditional Special Tax Treatment - Generally, you can elect this special tax treatment only once in your lifetime, and it applies to all lump sum distributions that you receive in that same year. If you previously rolled over a payment from the Plan (or certain other similar plans of the employer), you cannot use this special tax treatment for later payments from the Plan. If you roll over your payment to an IRA, you will not be able to use this special tax treatment for later payments from the traditional IRA. Also, if you roll over only a portion of your payment to a traditional IRA, this special tax treatment is not available for the rest of the payment. Additional restrictions are described in IRS Form 4972.

Employer Stock or Securities – There is a special rule for a payment from the Plan that includes employer stock (or other employer securities). To use this special rule, (1) the payment must qualify as a lump sum distribution, as described above (or would qualify except that you do not yet have 5 years of participation in the Plan), or (2) the employer stock included in the payment must be attributable to "after-tax" employee contributions, if any. Under this special rule, you may have the option of not paying tax on the "net unrealized appreciation" of the stock until you sell the stock. Net unrealized appreciation generally is the increase in the value of the employer stock while it was held by the Plan.

Example: If employer stock was contributed to your Plan account when the stock was worth $1,000 but the stock was worth $1,200 when you received it, you would not have to pay tax on the $200 increase in value until you later sold the stock. You may instead elect not to have the special rule apply to the net unrealized appreciation. In this case, your net unrealized appreciation will be taxed in the year you received the stock, unless you roll over the stock. The stock (including any net unrealized appreciation) can be rolled over to a traditional IRA or another employer plan either in a direct rollover or a rollover that you make yourself.

If you receive employer stock in a payment that qualifies as a lump sum distribution, the special tax treatment for lump sum distributions described above also may apply. See IRS Form 4972 for additional information on these rules.

Repayment of Plan Loans – If you end your employment and have an outstanding loan from your Plan, your employer may reduce (or "offset") your balance in the Plan by the amount of the loan you have not repaid. The amount of your loan offset is treated as a distribution to you at the time of the offset and will be taxed unless you roll over an amount equal to the amount of your loan offset to another qualified plan or a traditional IRA within 60 days of the offset. (If the amount of your loan offset is the only amount you received, or are treated as having received, no amount will be withheld from it). If you receive other payments from the Plan at the time of the offset, the 20% withholding amount will be based on the entire amount paid to you, including the amount of the loan offset. The amount withheld will be limited to the amount of other cash or property paid to you (other than employer securities).

SURVIVING SPOUSES, QDRO PAYEES AND OTHER BENEFICIARIES

With the following exceptions, the rules applying to payments to employees also apply to payments to surviving spouses of employees, to spouses or former spouses who are "alternate payees", or to other beneficiaries. You are an alternate payee if your interest in the Plan results from a "qualified domestic relations order", which is an order issued by a court, usually in connection with a divorce or legal separation.

- If you are a surviving spouse, you have the same choices as the employee – the payment can be paid as a direct rollover or paid to you. If it is paid to you, you can keep it or roll it over to a traditional IRA or to another employer plan that accepts rollovers.
- If you are receiving a payment as a result of a QDRO, you have the same choices as the employee - the payment can be paid as a direct rollover or paid to you. If it is paid to you, you can keep it or roll it over to a traditional IRA or to another employer plan that accepts rollovers.
- If you are a beneficiary OTHER than the surviving spouse, you **cannot** choose a direct rollover, and you **cannot** roll over the payments yourself.
- If you are a surviving spouse, an alternate payee, or another beneficiary, your payment is not subject to the additional 10% tax as described above.

If you are a surviving spouse, an alternate payee, or another beneficiary, you may be able to use the special tax treatment for lump sum distributions. If you receive a payment because of the employee's death, you may be able to treat the payment as a lump sum distribution if the employee met the appropriate age requirements, thus waiving the five-year participation requirement.

ADDITIONAL INFORMATION

This notice summarizes only the federal (not state or local) tax rules that might apply to your payment. The preceding rules are complex and contain many conditions and exceptions not included in this notice. Therefore, you may want to consult with a professional tax advisor before taking a payment of your benefits from the Plan. For more information about the tax treatment of payments, see IRS Publication 575, "Pension and Annuity Income," and IRS Publication 590, "Individual Retirement Arrangements." Both are available from your local IRS office, on the IRS's Internet Web Site at www.irs.gov , or by calling 1-800-TAX-FORM.