

## QUALIFIED PLAN ROLLOVER DISTRIBUTION OPTIONS DOL FIDUCIARY COMPLIANCE

If you are reading this, a “rollover” from an employer plan such as a 401(k) is being contemplated. Each person’s situation is unique and has a different vision of retirement that requires a unique financial strategy. Our firm can guide and provide advice regarding retirement assets and planning by providing information and insight needed to make informed decisions.

There are generally four choices for qualified plan distributions:

1. Rollover qualified assets into an Individual Retirement Account (“IRA”)
2. Keep qualified assets in former employer’s plan (if allowed)
3. Transfer qualified assets to current employer’s plan (if allowed)
4. Lump-sum distribution

Any option selected has its own set of advantages and disadvantages. The most suitable option will depend on the circumstances and goals of your situation. Below is a summary of the most common considerations.

Benefit	Rollover to IRA	Leave in Previous Employer's Plan	Move to Current Employer's Plan	Lump-sum Distribution
Fees could be higher or lower	X	X	X	Immediate Taxation
More investment choices with broader diversification options	X			
Delay RMDs if still employed			X	
Avoid IRS early distribution tax penalties and respective income tax payments	X	X	X	
Make additional contributions	X		X	
Tax advantaged status	X	X	X	
Protection from creditors through ERISA	State Rules Apply	X	X	
Consolidate all retirement savings into one account	X			
10% IRS tax penalty exceptions for a first-time homebuyer or for qualified higher education expenses.	X			
Flexible distribution options	X			
Immediate access to cash	X			X

Please speak with your advisor about your own situation and what is appropriate.