National Life Group®

National Life Insurance Company®
Life Insurance Company of the Southwest®

Annuity & Qualified Retirement Plan Insurance Withdrawal Request Instructions

To Request a Partial Withdrawal or Full Withdrawal (Surrender) of Your Annuity or Qualified Retirement Plan Insurance

You may access this form online at www.nationallife.com.

Please read and complete all sections that apply to your withdrawal request and sign and date page 2 of the Annuity Withdrawal Request form.

To complete the form:

Section 1 - Provide your name, SSN or tax ID, contact information and policy number

Section 2 - Indicate the type of withdrawal

Section 3 - Provide instructions for your requested method of payment for your withdrawal

Section 4 - Complete for Qualified Retirement Plans Only (403(b) & 457(b))

Section 5 - Indicate federal and state tax withholding. Please note tax withholding is mandatory for some withdrawal requests. Please seek qualified tax advice regarding your specific circumstances.

Important Notes:

A spouse's signature is required for community property states and ERISA plans. A notarized signature or signature guarantee may be requested if we cannot verify an owner's signature.

If your annuity is part of a qualified retirement plan (e.g. 403(b), 457(b), etc.), plan administrator approval may be required to complete your request. If you request a direct transfer, roll over, or exchange, you must provide a signed Letter of Acceptance from the receiving financial institution.

Withdrawals may be subject to withdrawal charges and market value adjustments, if applicable. Please refer to your policy or riders for more information regarding the impact of withdrawals on policy or rider benefits.

If your policy is on one of the Balanced Opportunities or other IPX-Aspire accounts, please contact 833-264-1502 for requirements.

Form may be submitted by fax: 802-229-7054, Email: Disbursements@NationalLife.com

Or mail to: National Life Group
One National Life Drive
Montpelier, VT 05604-5555

National Life Group® is a trade name of National Life Insurance Company, Montpelier, VT, Life Insurance Company of the Southwest (LSW), Addison, TX and their affiliates. Each company of National Life Group is solely responsible for its own financial condition and contractual obligations. LSW is not an authorized insurer in New York and does not conduct insurance business in New York.

National Life Group®

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Request for Withdrawal/Surrender of Funds
Annuities & Qualified Retirement Plan Insurance

Section 1 - Owner Information

Owner Name ________________________ Policy/Certificate Number ____________

Owner's Social Security / Tax I.D. No ____________ Telephone Number ____________ E-Mail Address ____________

Section 2 - Please Select Only One Option

****If the amount requested is not available due to policy values or TPA approval, NLG will automatically process the amount available.**

- ☐ Partial Withdrawal of $ ____________ ☐ NET ☐ Emergency Access Waiver Rider *(if applicable)*
- ☐ Annual Free Amount Withdrawal *(10% or 15% accumulation value product specific)*
- ☐ Full Surrender
- ☐ Free Look *(Only applicable within 30 days of policy issue)*
- ☐ Withdrawal to payoff existing loan. Loan #: ____________ *(Please provide loan # if multiple loans exist on the policy)*
- ☐ Current Year Required Minimum Distribution
- ☐ Transfer/Rollover **(Letter of Acceptance Required)** ☐ 10% free amount ☐ Full amount ☐ Partial $ ____________ ☐ NET
  ☐ Purchase Years of Service

Section 3 - Bank Information

Apply to Existing National Life Group Policy ____________

Bank Name: ________________________ Name on Bank Account: ________________________

Cannot deposit into reloadable/prepaid accounts

Routing No: ____________ Account No: ____________ ☐ Checking ☐ Savings

Payout method will be direct deposit. If banking information is not provided, a check will be sent to the address of record. See section 8 to change current address.

Section 4 - For Qualified Accounts Only

4a. Qualifying Events:

- ☐ Attainment of age 59½
- ☐ Separated from employment
- ☐ Employer Terminated Retirement Plan
- ☐ Active-Duty Reservist
- ☐ Disabled
- ☐ Unforeseeable Emergency/Financial Hardship. **Section 4b is required.**
- ☐ Birth/Adoption
- ☐ Housing Allowance (Clergy Only)
- ☐ Domestic Abuse

4b. The nature of the hardship is:

- ☐ to pay medical expenses for the owner, spouse or my dependents not covered by other insurance
- ☐ to purchase a principal residence *(403(b) and 401(k) only)*
- ☐ to pay tuition for the next 12 months for post-secondary education for the owner, spouse or my dependents *(403(b) and 401(k) only)*
- ☐ to prevent eviction or foreclosure on my principal residence
- ☐ to pay funeral expenses for an immediate family member
- ☐ Uninsured casualty loss

*All Unforeseeable Emergencies/Financial Hardships must be approved by the Plan Administrator.

Financial Hardship - Full Surrender not available if you have an outstanding loan balance.

Section 5 - Withholding Instructions

5a. Federal Withholding

Withholding Instructions: To the extent that a withdrawal is an "eligible rollover distribution" from an eligible retirement plan and is not directly rolled over or transferred to another eligible retirement plan, we must withhold 20% and you may not opt out of this withholding. You may specify below an additional dollar amount to be withheld.

If the withdrawal is from an IRA or a Non Qualified account, we must withhold 10% **unless you opt out of withholding below.** You may specify an additional dollar amount or percentage by including it in the total amount below to be withheld.

- ☐ Federal Income Tax - Withhold a total of: ______ % or $ ____________ *(This includes any additional amounts)*
- ☐ Do not withhold federal income taxes *(Not available for eligible rollover distributions)*

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P: 800-732-8939 | F: 802-229-7054 | Disbursements@NationalLife.com | www.NationalLife.com
Centralized Mailing Address: One National Life Drive, Montpelier, VT 05604-5555

5b. State Tax Withholding

Some states mandate that state income taxes be withheld if federal income taxes are withheld. In these states we will withhold the required amount. You may specify an additional dollar amount below to be withheld. If state income tax withholding is not mandated, you may elect withholding on a voluntary basis, provided your state permits such withholding.

☐ State Income Tax - Withhold a total of: _______ % or $ ___________________ *(We will only withhold if allowed by the state)*

☐ Do not withhold state income taxes *(Not available for states that mandate withholding)*

Section 6 - Tax and Other Potential Consequences of Withdrawals

If your Policy has any benefit riders, any withdrawals from your policy values may impact your benefits; refer to your Policy for details. Your withdrawal could be considered premature distributions, described below, and could be subject to withholding. Please contact your tax advisor for advice.

Guaranteed Lifetime Income Rider: Withdrawals before election of the benefit will proportionally reduce the Income Calculation Base and Benefit Calculation Base which determines the future annual Guaranteed Withdrawal Payment (GWP) and Enhanced Death Benefit if applicable. Withdrawals after the GWP has been elected are first applied towards the annual GWP amount. Any amount above the annual GWP is considered an Excess Withdrawal and will cause a proportional reduction in the future GWP. Excess Withdrawals may be subject to the Withdrawal Charges specified in the Policy.

Market Value Adjustment: If your Policy has a Market Value Adjustment (MVA), any withdrawal during the MVA period may have either a negative or positive MVA applied to the withdrawal amount.

Premature Distributions: To the extent a distribution is taxable, it may be subject to an additional 10% IRS premature distribution penalty as defined in IRC Sec.72(t) or (g), as applicable. This penalty is increased to 25% in the case of certain premature distributions from SIMPLE IRA plans in the first 2 years of participation. Roth accounts may be subject to a penalty in the first 5 years in certain circumstances.

Withholding: As noted in Section 5, in some circumstances you have the right to elect not to have federal tax withholding apply. You can make this election by checking the box in Section 5. This election remains in effect until revoked and you may revoke this election at any time. If you opt out of withholding, there are penalties for not paying enough federal income tax during the year, either through withholding or estimated tax payments.

Section 7 - General Agreement

Certification: I hereby certify that I meet IRS requirements for this distribution. I understand and agree that the Company assumes no responsibility as to the effect and sufficiency of the distribution. The undersigned contract owner(s) and/or undersigned assignee(s) agree to fully indemnify and reimburse the Company for any and all loss, expense or damage it may sustain from any claim resulting from the company having paid the contract(s) without securing surrender of the original contract(s) or any previously issued duplicate/certification.

By receipt of this distribution, if you invoke your *Right to Examine this Policy* as defined on the policy form, your return of premium will be net of this distribution.

W9: Under penalties of perjury, I hereby certify that: (1) the number shown on this application is my correct taxpayer identification number; (2) the IRS has never notified me that I am subject to backup withholding, or has notified me that I am no longer subject to such withholding or I am exempt from such withholding; (3) I am a U.S. person (including a U.S. resident alien); and (4) I am exempt from FATCA reporting. *You must cross out item 2 if you have been notified by the IRS that you are currently subject to backup withholding because of underreporting interest or dividends on your tax return.*

Hardship/Unforeseeable Emergency Statement:

By signing this form, you certify that
- Your immediate financial need cannot be met from other reasonable sources.
- The distribution is not greater than the amount needed.

Section 8 - Signatures

Withdrawing money from your annuity policy may have tax consequences, may affect the guaranteed and non-guaranteed values and the surrender value. A withdrawal may also affect the benefits provided by any riders that may be part of your policy. Withdrawal charges, a market value adjustment and a bonus recapture, as applicable, could apply to a withdrawal, including a withdrawal for transfer/rollover.

By signing this form, I am electing to waive the 30 day notification period as described in the Special Tax Notice Regarding Plan Payment form.

The Internal Revenue Service does not require your consent to any provision of this document other than the certifications required to avoid backup withholding.

Owner's Signature ______________________ Date ______________

Spouse's Signature ***(Required in AZ, CA, ID, LA, NM, NV, TX, WA, WI & ERISA plans)*** ______________________ Date ______________
Copy of divorce/QDRO or death certificate required if applicable

Plan Administrator's Signature & Title *(Required for all qualified accounts, except IRAs)* ______________________ Date ______________

Other Signatures Required *(i.e. Trustee, Joint Owner, Power of Attorney, (I.D. Required)* ______________________ Capacity *(i.e. Trustee, Power of Attorney, etc.)* ______________ Date ______________

Participant Name: ______________________ SS#: ______________________

Legal Address: ______________________
Street *City* *State* *Zip*

Special Tax Notice Regarding Plan Payments

(The following is for your records only and does not need to be returned.)

You are receiving this notice because all or a portion of a payment you are receiving from the National Life Group (the “Plan”) is eligible to be rolled over to an IRA or an employer plan. This notice is intended to help you decide whether to do such a rollover.

This notice describes the rollover rules that apply to payments from the Plan that are not from a designated Roth account (a type of account in some employer plans that is subject to special tax rules). If you also receive a payment from a designated Roth account in the Plan, you will be provided a different notice for that payment, and the Plan administrator or the payor will tell you the amount that is being paid from each account.

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?

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

What types of retirement accounts and plans may accept my rollover?

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, IRAs are not subject to spousal consent rules, 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.

How do I do a rollover?

There are two ways to do a rollover. You can do either a direct rollover or a 60-day rollover.

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. Generally, you will have 60 days after you receive the payment to make the deposit. If you do not do a direct rollover, the Plan is required to withhold 20% of the 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).

How much may I roll over?

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

- Certain payments spread over a period of at least 10 years or over your life or life expectancy (or the joint lives or joint life expectancies of you and your beneficiary);
- Required minimum distributions after age 70½ (if you were born before July 1, 1949), after age 72 (if you were born after June 30, 1949), or after death;
- Hardship distributions;
- Payments of employee stock ownership plan (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 that you request to withdraw within 90 days of your first contribution;
- Amounts treated as distributed because of a prohibited allocation of S corporation stock under an ESOP (also, there generally will be adverse tax consequences if you roll over a distribution of S corporation stock to an IRA); and
- Distributions of certain premiums for health and accident insurance.

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?

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

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

- Payments made after you separate from service if you will be at least age 55 in the year of the separation;
- Payments 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 joint lives or joint life expectancies of you and your beneficiary);
- Payments from a governmental plan made after you separate from service if you are a qualified public safety employee and you will be at least age 50 in the year of 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 of up to $5,000 made to you from a defined contribution plan if the payment is a qualified birth or adoption distribution;
- Payments up to the amount of your deductible medical expenses (without regard to whether you itemize deductions for the taxable year);
- Certain payments made while you are on active duty if you were a member of a reserve component called to duty after September 11, 2001 for more than 179 days;
- Payments of certain automatic enrollment contributions that you request to withdraw within 90 days of your first contribution;
- Payments excepted from the additional income tax by federal legislation relating to certain emergencies and disasters; and
- Phased retirement payments made to federal employees.

If I do a rollover to an IRA, will the 10% additional income tax apply to early distributions from the IRA?

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 on the part of the distribution that you must include in income, unless an exception applies. In general, the exceptions to the 10% additional income tax for early distributions from an IRA are the same as the exceptions listed above for early distributions from a plan. However, there are a few differences for payments from an IRA, including:

- The exception for payments made after you separate from service if you will be at least age 55 in the year of the separation (or age 50 for qualified public safety employees) does not apply;
- The exception for qualified domestic relations orders (QDROs) does not apply (although a special rule applies under which, as part of a divorce or separation agreement, a tax-free transfer may be made directly to an IRA of a spouse or former spouse); and
- 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.

Additional exceptions apply for payments from an IRA, including:

- Payments for qualified higher education expenses;
- Payments up to $10,000 used in a qualified first-time home purchase; and
- 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 address any State or local income tax rules (including withholding rules).

SPECIAL RULES AND OPTIONS

If your payment includes after-tax contributions

After-tax contributions included in a payment are not taxed. If you receive a partial payment of your total 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 the 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 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 rolled over is treated as being after-tax contributions. If you do a direct rollover of the entire amount paid from the Plan to two or more destinations at the same time, you can choose which destination receives the after-tax contributions.

Similarly, if you do a 60-day rollover to an IRA of only a portion of a payment made to you, the portion rolled over consists first of the amount that would be taxable if not rolled over. For example, assume you are receiving a distribution of $12,000, of which $2,000 is after-tax contributions, and no part of the distribution is directly rolled over. In this case, if you roll over $10,000 to an IRA that is not a Roth IRA in a 60-day rollover, no amount is taxable because the $2,000 amount not rolled over is treated as being after-tax contributions.

You may roll over to an employer plan all of a payment that includes after-tax contributions, but only through a direct rollover (and only if the receiving plan separately accounts for after-tax contributions and is not a governmental section 457(b) plan). You can do a 60-day rollover to an employer plan of part of a payment that includes after-tax contributions, but only up to the amount of the payment that would be taxable if not rolled over.

If you miss the 60-day rollover deadline

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

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

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 for 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, generally, the Plan. The Plan administrator can tell you the amount of any net unrealized appreciation.

If you have an outstanding loan that is being offset

If you have an outstanding loan from the Plan, your Plan benefit may be offset by the outstanding amount of the loan, typically when your employment ends. The offset amount is treated as a distribution to you at the time of the offset. Generally, you may roll over all or any portion of the offset amount. Any offset amount that is not rolled over will be taxed (including the 10% additional income tax on early distributions, unless an exception applies). You may roll over offset amounts to an IRA or an employer plan (if the terms of the employer plan permit the plan to receive plan loan offset rollovers).

How long you have to complete the rollover depends on what kind of plan loan offset you have. If you have a qualified plan loan offset, you will have until your tax return due date (including extensions) for the tax year during which the offset occurs to complete your rollover. A qualified plan loan offset occurs when a plan loan in good standing is offset because your employer plan terminates, or because you sever from employment. If your plan loan offset occurs for any other reason (such as a failure to make level loan repayments that results in a deemed distribution), then you have 60 days from the date the offset occurs to complete your rollover.

If you were born on or before January 1, 1936

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

If your payment is from a governmental section 457(b) plan

If the Plan is a governmental section 457(b) plan, the same rules 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 include 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.

If you are an eligible retired public safety officer and your payment is used to pay for health coverage or qualified long-term care 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 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 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. In general, the 10% additional income tax on early distributions will not apply. However, if you take the amount rolled over out of the Roth IRA within the 5-year period that begins on January 1 of the year of the rollover, the 10% additional income tax will apply (unless an exception applies).

If you roll over the payment to a Roth IRA, later payments from the Roth IRA that are qualified distributions will not be taxed (including earnings after the rollover). A qualified distribution from a Roth IRA is a payment made after you are age 59½ (or after your death or disability, or as a qualified first-time homebuyer distribution of up to $10,000) and after you have had a Roth IRA for at least 5 years. In applying this 5-year rule, you count from January 1 of the year for which your first contribution was made to a Roth IRA. Payments from the Roth IRA that are not qualified distributions will be taxed to the extent of earnings after the rollover, including the 10% additional income tax on early distributions (unless an exception applies). You do not have to take 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. In general, the 10% additional income tax on early distributions will not apply. However, if you take the amount rolled over out of the Roth IRA within the 5-year period that begins on January 1 of the year of the rollover, the 10% additional income tax will apply (unless an exception applies).

If you roll over the payment to a 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 you are not a Plan participant

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

If you are a surviving spouse. If you receive a payment from the Plan as the surviving spouse of a deceased participant, you have the same rollover options that the participant would have had, as described elsewhere in this notice. 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 were born before July 1, 1949) or age 72 (if you were born after June 30, 1949).

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 the participant was born before July 1, 1949) or age 72 (if the participant was born after June 30, 1949).

If you are a surviving beneficiary other than a spouse. If you receive a payment from the Plan because of the participant's death and you are a designated beneficiary other than a surviving spouse, the only rollover option you have is to do a direct rollover to an inherited IRA. Payments from the inherited IRA will not be subject to the 10% additional income tax on early distributions. You will have to receive required minimum distributions from the inherited IRA.

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

If you are a nonresident alien

If you are a nonresident alien and you do not do a direct rollover to a U.S. IRA or U.S. employer plan, instead of withholding 20%, 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.

Other special rules

If a payment is one in a series of payments for less than 10 years, your choice whether to do a direct rollover will apply to all later payments in the series (unless you make a different choice for later payments).

If your payments for the year are less than $200 (not including payments from a designated Roth account in the Plan), the Plan is not required to allow you to do a direct rollover and is not required to withhold federal income taxes. However, you may do a 60-day rollover.

Unless you elect otherwise, a mandatory cashout of more than $1,000 (not including payments from a designated Roth account in the Plan) will 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).

You may have special rollover rights if you recently served in the U.S. Armed Forces. For more information on special rollover rights related to the U.S. Armed Forces, see IRS Publication 3, Armed Forces' Tax Guide. You also may have special rollover rights if you were affected by a federally declared disaster (or similar event), or if you received a distribution on account of a disaster. For more information on special rollover rights related to disaster relief, see the IRS website at www.irs.gov.

FOR MORE INFORMATION

You may wish to consult with the Plan administrator or payor, or a professional tax advisor, before taking a payment from the Plan. Also, you can find more detailed information on the federal tax treatment of payments from employer plans in: IRS Publication 575, Pension and Annuity Income; IRS Publication 590-A, Contributions to Individual Retirement Arrangements (IRAs); IRS Publication 590-B, Distributions from Individual Retirement Arrangements (IRAs); and IRS Publication 571, Tax-Sheltered Annuity Plans (403(b) Plans). These publications are available from a local IRS office, on the web at www.irs.gov, or by calling 1-800-TAX-FORM.