Steamfitters Local 602 Retirement Savings Plan

Physical Address: 8700 Ashwood Dr. Suite 150, Capitol Heights, MD 20743
Phone: (410) 444-3756 or (800) 618-2879 • Fax: (240) 303-2484 • Website: HPRBenefitFunds.com

Administered by
Welfare & Pension Administration Service, Inc.

Re: Steamfitters Local 602 Retirement Savings Plan

Thank you for notifying this office of the death of your loved one. Enclosed a Death Application for Distribution of Individual Account from the Steamfitters Local 602 Retirement Savings Plan.

We have enclosed the "Notice Regarding Your Right to Defer Plan Distribution" and "Notice of Your Rollover Options". All distributions from the Plan are taxable, and we recommend that you consult with a tax advisor before deciding how to take distribution of your individual account. Carefully review the information in the Notice of Your Rollover Options form, as it relates to the taxation of distributions from qualified plans such as the Steamfitters Local 602 Retirement Savings Plan.

Death Applications are processed (forwarded to Empower for payment) twice a month, on the 15th of the month and on the last working day of the month. Empower takes 3-5 business days to process the distribution. Your distribution check will be sent to you or your IRA account via U.S. Mail.

Once you have decided which option is best for you, please complete the Death Application (and, if applicable, the Periodic Payments Designated Beneficiary Election Form) and return the full document in the enclosed pre-addressed envelope. Please make sure that your Death Application is complete; otherwise, your payment may be delayed.

If you have any questions or need any additional information, please feel free to contact the Fund Office.

Sincerely,

Pension Department

Enclosures

NOTICE REGARDING YOUR RIGHT TO DEFER PLAN DISTRIBUTION

In accordance with the Pension Protection Act of 2006, the Steamfitters Local 602 Retirement Savings Plan is required to provide you with this notice that describes the provisions of the Plan that may materially affect your decision to defer distribution of your benefit until a later date.

As of March 1, 2023, the Plan was amended, pursuant to the Secure 2.0 Act of 2022, to change some Participants' Required Beginning Date. Your Required Beginning Date affects the amount of time you can defer distribution from the Plan.

1. Participants Who Attain Age 72 Before December 31, 2022: You have the right to defer receipt of your benefit until no later than your Required Beginning Date. Your Required Beginning Date is the April 1st of the calendar year following the later of the calendar year in which you attain age 72 or the calendar year in which you retire (if you are a 5% owner, your Required Beginning Date is the April 1st of the calendar year following the calendar year in which you attain age 72).
2. Participants Who Attain Age 73 After December 31, 2022, and Before January 1, 2033: You have the right to defer receipt of your benefit until no later than your Required Beginning Date. Your Required Beginning Date is April 1st of the calendar year following the later of the calendar year in which you attain age 73 or the calendar year in which you retire.
3. Participants Who Attain Age 74 After December 31, 2032: You have the right to defer receipt of your benefit until no later than your Required Beginning Date. Your Required Beginning Date is April 1st of the calendar year following the later of the calendar year in which you attain age 75 or the calendar year in which you retire.

All or part of your distribution may be an "eligible rollover distribution." The portion of your benefit that may be an eligible rollover distribution is subject to special tax treatment. A summary of the applicable rules is provided in the "Notice of Your Rollover Options," which is enclosed. Additional information regarding eligible rollover distributions is described on pages 12-13 of your Summary Plan Description.



Whether you wish to defer receipt of your distribution, have all or a portion of your benefit directly rolled over into an IRA or into another eligible retirement plan, or receive your benefit at this time is a matter you should consider carefully. As you consider this question, keep in mind that if you defer your receipt of benefits, you will continue to have the right to invest your Individual Account in the Plan's various investment options in accordance with the rules set forth on page 1 of your Summary Plan Description. A list of the Plan's current investment options along with each option's investment style and expense ratio is set forth below:

Investment Option	**Investment Style**	**Expense Ratio**
Retirement 2010 (TRP) SIA-FT	Asset Allocation/Lifecycle	0.49%
Retirement 2020 (TRP) SIA-LT	Asset Allocation/Lifecycle	0.53%
Retirement 2030 (TRP) SIA-PT	Asset Allocation/Lifecycle	0.58%
Retirement 2040 (TRP) SIA-QT	Asset Allocation/Lifecycle	0.60%
Retirement 2050 (TRP) SIA-T9	Asset Allocation/Lifecycle	0.63%
Retirement 2060	Asset Allocation/Lifecycle	0.64%
SF Guaranteed	Stable Value	N/A
Fidelity 500 Index (Northern Trust) SIA-ZX	Large Cap Fund	0.15%
Growth America (American) SIA-GW	Large Cap Growth	0.44%
Total Return Bond (Mass Mutual) SIA-PZ	Intermediate Term Bond	0.47%
Mid Cap Value (Columbia) SIA-UB	Mid Cap Value	0.78%
Fidelity Total International Index	International	0.06%
Fidelity total Market Index	Large Cap Fund	0.15%
Small Cap Value II (Columbia) SIA-PC	Small Cap Value	1.02%
EuroPacific Growth (American) SIA-KR	Intl/Global Large Core	0.61%
Real Estate (American Century) SIA-GR	Specialty/Other	0.94%
MM Sel T. Rowe Price Ret Bal 5 (MMBWX)		0.61%
Putnam Large Cap Value Fund 6 (PEQSX)	Large Cap Fund	0.55%
Carillon Eagle Mid Cap Growth Fund T (HAGIX)	Mid Cap Fund	0.72%
Nationwide Geneva SmallCap Growth Fd 6 (NWKCX)	Small Cap Fund	0.84%
Inflation & Protection Fd (Mass Mutual)	Large Cap Value	0.57%

DEATH APPLICATION FOR DISTRIBUTION OF INDIVIDUAL ACCOUNT
STEAMFITTERS LOCAL 602 RETIREMENT SAVINGS PLAN

Account Number: 51190-1-1

Participant's Name*: _____
Last Name **First Name** **Middle**

Social Security Number: _____ Marital Status: ☐ Married ☐ Single ☐ Divorced

Home Phone _____ Cell Phone_____

Participant's Address: _____
Street

_____
City **State** **Zip**

* If you are an Alternate Payee, you should consider all references throughout this Death Application to "Participant" as "Alternate Payee" except where otherwise indicated.

PLAN ADMINISTRATOR MUST COMPLETE

Effective Date: _____

Reason: ☐ Death of Participant

Empower Retirement will process this benefit upon receipt. Therefore, submit this form **only after all final contributions** on Participant's behalf have been submitted. Any late deposits will be subject to the original benefit election.

ELECTION OF OPTIONS

(Individual Accounts of $7,000 or less MUST be distributed as a single lump sum.)

Payment Options

☐ **OPTION #1 SINGLE LUMP SUM**. I elect a **single lump sum** distribution of my entire Individual Account balance. Note: If your Account Balance is less than $7,000, you must receive your Account Balance in a Single Lump Sum.

☐ **OPTION #2 PERIODIC MONTHLY PAYMENTS**. I elect to have my Individual Account distributed in equal monthly installments as follows:

1. I wish to have equal monthly installments distributed to me in the fixed dollar amount of $_____. The last monthly installment will be adjusted to reflect the earnings accumulated during the payout period. (Note: The payment amount may need to be adjusted to meet IRS minimum distribution rules.)
2. I wish to have equal monthly installments distributed to me over a period of ____FULL years. The last monthly installment will be adjusted to reflect the earnings accumulated during the payout period. (Note: The payment amount may need to be adjusted to meet IRS minimum distribution rules.)
3. I wish to have equal monthly installments distributed to me in the annualized fixed percent of ____% of my Individual Account. The last monthly installment will be adjusted to reflect the earnings accumulated during the payout period. (Note: The payment amount may need to be adjusted to meet IRS minimum distribution rules.)

In the event I die before receiving my entire Individual Account, the remainder of my Accumulated Share will be distributed in accordance with my completed **Periodic Payments Designated Beneficiary Form** enclosed with my completed Death Application.

INCOME TAX WITHHOLDING

FEDERAL WITHHOLDING

Distributions of employer contributions plus interest on these contributions are subject to Federal income tax. Please read the enclosed *Notice of Your Rollover Options.* Contact your tax advisor or the IRS if you have any questions concerning tax withholding.

☐ I have read the *Notice of Your Rollover Options,* and I do not elect to make a direct rollover. I understand that the taxable portion of a withdrawal is subject to 20% mandatory federal income tax withholding.

In addition to this federal income tax withholding, I want an additional amount withheld of $_____.

☐ **IRA/Plan Rollover:** I have read the *Notice of Your Rollover Options,* and I elect to make a direct rollover of my payment to an IRA or eligible employer plan.

_____ _____
Name of Plan or IRA Trustee Account Number

_____
Plan or IRA Mailing Address

_____
City State Zip Code Phone Number of Plan or IRA

STATE WITHHOLDING

State income tax is withheld as noted below. For additional information, contact your state's Department of Revenue.

- **No Withholding:** Residents of states without State income tax (Alaska, Florida, Nevada, South Dakota, Texas, Washington, and Wyoming) or with no withholding provisions (Arizona (for one-sum cash payments), Arkansas, Hawaii, Idaho, Mississippi, New Hampshire, Pennsylvania, Rhode Island, and Tennessee) must leave this section blank.
- **Required Withholding:** Residents of Delaware, Iowa, Kansas, Maine, Maryland (for distributions eligible for rollover), Massachusetts, Nebraska, North Carolina (for distributions eligible for rollover), Oklahoma, or Vermont who have Federal income tax withheld will have State income tax withheld from the taxable portion of a payment over the state's minimum amount. You may elect an additional amount to be withheld in Box 1. Residents of Iowa, Oklahoma, and Vermont who do not have Federal income tax withheld may elect to have State income tax withheld by checking Box 1 below and filling in the amount to be withheld where indicated.
- **Required but may Elect Out:** Residents of California, Georgia (for periodic payments only), North Carolina (for distributions other than eligible for rollover), Oregon, or Virginia who have Federal income tax withheld will have State income tax withheld from the taxable portion of a payment over the state's minimum amount, unless Box 2 is checked. You may elect an additional amount to be withheld by checking Box 1 below and filling in the amount where indicated.
- **Voluntary Withholding:** Residents of all other states may elect to have State income tax withheld by completing Box 1.

Box 1 ☐ **Additional or Voluntary Withholding:** I want $_____ (enter whole dollar amount) withheld from my payment for State income tax in addition to any required withholding.

Box 2 ☐ **No Withholding:** I do **not** want State income tax withheld from my payment.

SIGNATURE

I hereby consent to a distribution from the Plan as set forth in this Death Application. I understand that there will be a charge deducted from my Individual Account for the first check issued and, that if all required items are not completed on this form, payment will be delayed.

_____ _____

Signature **Date**

Steamfitters Local 602 Retirement Savings Plan

Physical Address: 8700 Ashwood Dr., Suite 105, Capitol Heights, MD 20743

Phone: (410) 444-3756 or (800) 618-2879 • Fax: (240) 303-2484 • Website: HPRBenefitFunds.com

Administered by
Welfare & Pension Administration Service, Inc.

EXPRESS DELIVERY ELECTION

I hereby elect to have my lump sum cash payment from the Steamfitters Local 602 Retirement Savings Plan sent to me in a check via UPS overnight. I am aware that I will be charged a fee of **$30.00** for this service which will be deducted from my account balance. I understand that delivery will occur approximately 3-5 business days after my Death Application is received by Empower Retirement. **I hereby verify that the address listed on the front page of my Death Application is my valid mailing address. ***

_____ _____

Signature Date

***This option is not available to participants with a P.O. Box as a mailing address**

DEATH APPLICATION FOR DISTRIBUTION OF INDIVIDUAL ACCOUNT
STEAMFITTERS LOCAL 602 RETIREMENT SAVINGS PLAN

Complete this Form ONLY if you selected OPTION #2 Periodic Payments.

PERIODIC PAYMENTS DESIGNATED BENEFICIARY FORM

I certify that (check one):

☐ I'm married, and I understand that:

1. **My Spouse is Automatically my Beneficiary.** If I die before my entire Accumulated Share has been distributed, my spouse as of my Effective Date of benefits will automatically receive the remainder of my Accumulated Share as one lump sum unless my spouse elects after my death to receive the balance of my Accumulated Share in accordance with the Plan's Periodic Payments option.
2. **Contingent Beneficiary Designation**. I understand that if I die before my entire Accumulated Share has been distributed, the beneficiar(ies) I designate below will receive the remainder of my Accumulated Share, only if my spouse as of my Effective Date of benefits dies before me.

☐ I am not legally married at this time. In the event I marry on or before my Effective Date of benefits, I will notify the Fund Office. (Attach a copy of divorce decree, separation agreement, or death certificate if you have ever been married.)

☐ I am unable to locate my spouse. (The Fund Office will contact you to obtain information.)

BENEFICIARY DESIGNATION

I designate the individual(s) listed below as beneficiar(ies) for purposes of the Plan's Periodic Payment option (use the back of this form to designate any additional beneficiaries). If I die before receiving my entire Accumulated Share, the individual(s) listed below, if living at the time, will receive the remainder of my Accumulated Share as a single lump sum unless my spouse as of my Effective Date of benefits survives me. I understand that if I designate more than one beneficiary, each beneficiary will receive an equal share of the remainder of my Accumulated Share. **I further understand that this beneficiary designation applies only to the Plan's Periodic Payments option and will supersede any prior beneficiary designation I made with regards to benefits payable upon my death from the Steamfitters Local 602 Retirement Savings Plan.**

Name of Beneficiary #1: _____ Date of Birth: _____

Relationship to you: _____ Social Security Number: _____

Address of Beneficiary #1: _____

Name of Beneficiary #2: _____ Date of Birth: _____

Relationship to you: _____ Social Security Number: _____

Address of Beneficiary #2: _____

By signing this Periodic Payments Designated Beneficiary Form, I recognize that the Plan may make inquiries about my marital status with various organizations and individuals, and I consent to the release of any information about my marital status from my employers, my Union, or any fringe benefit fund in which I have participated, and any other organization or individual.

Participant's Signature: _____ Date: _____

STEAMFITTERS LOCAL 602 RETIREMENT SAVINGS PLAN
NOTICE OF YOUR ROLLOVER OPTIONS

You are receiving this notice because all or a portion of a payment you are receiving from the Steamfitters Local 602 Retirement Savings Plan (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 make such a rollover. This notice describes the rollover rules that apply to payments from a plan that are not from a designated Roth account (a type of account with special tax rules in some employer plans).

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 the age of 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 59½ (or if an exception applies).

Where may I roll over the payment?

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.

How do I make a rollover?

There are two ways to make 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. 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. 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 the age of 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 lives or joint life expectancy of you and your beneficiary).
- Required minimum distributions after age 70½ (or after death).
- Hardship distributions; or

- ❖ Corrective distributions of contributions that exceed tax law limitations.

The Plan Administrator 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 the age of 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.

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 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 made due to disability.
- ❖ Payments after your death.
- ❖ Corrective distributions of contributions that exceed tax law limitations.
- ❖ Payments made directly to the government to satisfy a Federal tax levy.
- ❖ Payments up to the amount of your deductible medical expenses; or
- ❖ Payments made under a qualified domestic relations order (QDRO)

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 the age of 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 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).



SPECIAL RULES AND OPTIONS

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 generally included in the payment. 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.

You may roll over to an IRA 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 a portion is paid to you, each of the payments will include an allocable portion of the after-tax contributions. If you do a 60-day rollover to an IRA of only a portion of the payment made to you, the after-tax contributions are treated as rolled over last. For example, assume you are receiving a complete distribution of your benefit which totals $12,000, of which $2,000 is after-tax contributions. In this case, if you roll over $10,000 to an 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 as 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 as 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. 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, Individual Retirement Arrangements (IRAs).

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 you roll over your payment to a Roth IRA

You can roll over a payment from the Plan made before January 1, 2010, to a Roth IRA only if your modified adjusted gross income is not more than $100,000 for the year the payment is made to you and, if married, you file a joint return. These limitations do not apply to payments made to you from the Plan after 2009. If you wish to roll over the payment to a Roth IRA, but you are not eligible to do a rollover to a Roth IRA until after 2009, you can do a rollover to a traditional IRA and then, after 2009, elect to convert the traditional IRA into a Roth IRA.

If you roll over the payment 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). For payments from the Plan during 2010 that are rolled over to a Roth IRA, the taxable amount can be spread over a 2-year period starting in 2011. 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 the required minimum distributions from a Roth IRA during your lifetime. For more information, see IRS Publication 590, Individual Retirement Arrangements (IRAs).

You cannot roll over a payment from the Plan to a designated Roth account in an employer plan.

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 will generally 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 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. You will have to receive the required minimum distributions from the inherited IRA.

- Payments under a qualified domestic relations order. If you are the spouse or 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.

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 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 for the year 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.

FOR MORE INFORMATION

You may wish to consult with the Plan Administrator 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, 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.

