Participant Name: ______________________________ Date: ________________

Sheet Metal Workers' Local No. 83 Annuity Fund
Qualified Joint and Survivor Annuity Notice

Under the terms of Sheet Metal Workers' Local No. 83 Annuity Fund, if you are married, you are eligible to receive your fully vested account balance, after you reach the Plan's earliest retirement age, under a Qualified Joint and Survivor Annuity ("QJSA") option; unless you choose a different form of payment and your spouse agrees to that choice.

The QJSA form of payment gives you a monthly benefit for the rest of your life and should you die after your annuity start date, will continue to pay your surviving spouse a monthly benefit for the rest of his or her life. The benefit that is paid to your spouse after you die is called a survivor annuity and the monthly payments are a stated percentage of the amount that was paid to you after your death.

There may be several forms of Qualified Joint and Survivor Annuities available under your Plan. The standard form provides a fifty percent (50%) survivor annuity, in addition to the life annuity paid to you.

The effect of the joint and 50% survivor pension can be demonstrated by the following statement of your account with examples of amounts you would receive under alternate forms of payment:

> Your estimated account balance is $________________.
>
> If the benefit is paid as a joint and 50% survivor annuity, you will receive monthly payments of $______________ for your life, and upon your death, your spouse will receive $______________ for his or her life.
>
> If the benefit is paid currently in the form of a "straight life annuity", you will receive monthly payments of $________________ for your life, and your spouse will receive no monthly payments after your death.

NOTE: The actual monthly payments will depend upon the ages of you and your spouse and the current annuity rates being charged by a major insurance carrier at the time the annuity is actually purchased.

Your Plan may offer a Qualified Optional Survivor Annuity ("QOSA"), as well as other types of annuities.

If the QJSA election provides for an optional survivor annuity that is less than seventy-five percent (75%), then the Plan will make available a QOSA with a seventy-five percent (75%) survivor annuity. If the QJSA election provides for a optional survivor annuity that is greater than or equal to seventy-five percent (75%), then the Plan will make available a QOSA with a fifty percent (50%) survivor annuity.

Your spouse will be eligible to receive the survivor annuity, if you and your spouse have been married for at least a one year period ending on the earlier of (1) your annuity starting date or (2) the date of your death.

You can choose to receive your payment in a different form; so long as your election includes your spouse's consent. With your spouse's consent, you can waive the QJSA and choose to have your vested interest paid as a single life annuity or another payment option (including a Qualified Optional Survivor Annuity) as provided by the Plan. Payment under a different form may give you a larger payment, but it might not provide any payments after your death. The payment options that are available to you are included in your distribution package.

Please review this information carefully with your spouse, before submitting your distribution instruction to the Plan Administrator.

If, after you and your spouse have waived your rights to a survivor annuity, you wish to receive a different form of payment (other than the form you initially elected), you and your spouse will be required to execute another waiver of the Qualified Joint and Survivor Annuity.

A spousal consent to a form of payment other than a Qualified Joint and Survivor Annuity may not be needed if you and your spouse are legally separated per a court order or if your spouse has abandoned you and cannot be located.

You will have a reasonable period of not less than 30 days from date this notice was provided to you to decide how you wish to receive your benefit. You may waive the 30-day time period and return request your benefit sooner. However, your benefit payment will not be made until the later of your annuity start date or 7 days after the QJSA Notice is provide to you.

Again it is very important that you and your spouse understand the Plan's survivor benefits. Should you have any question, contact your Plan Administrator.

Board of Trustees-Sheet Metal Workers' Local 83
718 Third Street
Albany, NY 12206-2007
(518) 489-1377

Sheet Metal Workers' Local No. 83 Annuity Fund
Waiver of Qualified Joint and Survivor Annuity Benefits

If you are married, you may request your distribution in a form other than a Qualified Joint and Survivor Annuity; so long as your Spouse consents to and acknowledges the affect of your request.

☐ I hereby elect to waive payment of my benefit under the Qualified Joint and Survivor Annuity option and waive the unexpired portion of the 30-day notice period required after receipt of the 402(f) Special Tax Notice.

______________________________	___-__-____
Print Participant's Name	Social Security No
______________________________	______________________
Participant's Signature	Date

I, ____, spouse of the above named Participant, understand that I have a right to have Sheet Metal Workers' Local No. 83 Annuity Fund pay my spouse's vested interest in the Plan under a survivor annuity. I hereby acknowledge that I have read the Notice of Qualified Joint and Survivor Annuity and understand its terms.

I hereby consent to my spouse's election to waive the Qualified Joint and Survivor Annuity

I understand and acknowledge that in the event of my spouse's death, I may receive a smaller benefit or no survivor benefit depending upon the form of payment that my spouse has elected.

I further understand that I do not have to sign this waiver and that my consent is voluntary and irrevocable unless my spouse revokes this waiver in the future.

EXECUTED this _______ day of __________________, ____.

____
Spouse's Signature

Witnessed by:

I, ________________________, a Notary Public in and for the County of __________________, State of __________________, do hereby certify that on this _______ day of ________________, ____ before me came ________________________, to me known to be the person whose name is subscribed above, and that he/she did in my presence execute the Spousal Consent and Waiver, having acknowledged to me that he/she did so as a free and voluntary act.

(SEAL)

____
Notary Public

My Commission Expires:__________

Sheet Metal Workers' Local No. 83 Annuity Fund
Distribution Form

Please Print. Complete all applicable areas

Part I. Employee Information:

Name: ______________________________ Social Security # ___-__-____

Address: ______________________________ Date of Birth: __/__/____

City: ______________________________ State: ___ ZIP Code: __________

Phone number for Distribution Verification: ______________________________

Email address for Distribution Verification: ______________________________

US Citizen/ Resident Alien: ☐ No ☐

Part II. Marital Status:

Marital Status: ☐ Married ☐ Single

If you are married, your spouse must complete Section IX below and your spouse's signature must be witnessed by a Notary Public.

If you are single, have you ever been married? YES ☐ NO ☐ (if yes answer the following)

Are you divorced? YES ☐ NO ☐ Are you separated? YES ☐ NO ☐

If you are divorced or legally separated, provide a copy of your divorce papers or legal separation agreement with these forms.

If you were ever married but the marriage did not end in divorce, how did the marriage end?

Death of spouse? YES ☐ NO ☐

Other? ______________________________

Part III. Type of Distribution:

☐Lump Sum Payment:

Cash Amount __________% Direct Rollover Amount ________%

or

Cash Amount $__________ Direct Rollover Amount $________

☐Annuity Payments: ☐For ______ Years. ☐For a Period Certain: over ______ Years

☐Single Life ☐Joint Life with ☐Spouse ☐Designated Beneficiary ______% J & S Annuity

Part IV. Deferred Distribution: If you have a vested account balance that is greater than $5,000, you may elect to defer payment of your Distribution.

☐Defer until age 70 1/2 ☐Defer until NRA ☐Defer until ____/__________
(may specify MM/YYYY)

Method of Payment: ☐ Check ☐ACH

If ACH, to a designated account, please complete and attach a voided check:

☐ Checking Account ☐ Saving Account
ABA-Routing # ________________________ Account # ______________________

Wire Transfer Routing # _________________ Account # ______________________

Name of Financial Institution: ____

Address: ____

City: _______________________________ State _________ ZIP Code __________

Express Delivery: I elect to have my payment delivered by Express Mail. I agree to pay the non-refundable delivery fee.

Part V. Direct Rollover: ☐Qualified Plan ☐Traditional IRA ☐Roth IRA

Name of Plan or IRA: ____
Plan or IRA Name and Account Number

Financial Institution: ____

Trustee/Custodian: ____

Address: ____

City: _______________________________ State _________ ZIP Code __________

Part VI. Taxation of Distribution: You can find more details on these requirements in the Section 402(f) Special Tax Notice. In general any distributions that you receive from an annuity, pension or retirement plan may be taxable as ordinary income and if you have not reached age 59 ½, you may be subject to a 10% "premature distributions" penalty tax. For any distributions made to an address outside of the United States, a mandatory 30% withholding rate will apply, unless a completed IRS Form W-8BEN is submitted to the Plan Administrator.

Unless you elect one of the Direct Rollover options, 20% of this amount will be withheld for federal income tax.

Part VII. Outstanding Loan Payoff: I hereby elect to have my outstanding loan balance, (principal and interest):

☐ Treated as a distribution at this time and reported taxable to the Internal Revenue Service.
☐ Paid in full. (Attached is a money-order or cashier's check to cover my Outstanding Loan Balance under the Plan. (Payment must be made payable to the Plan Trustee.)

Part VIII. Required Participant Signature: I certify that all information provided herein is true and correct and acknowledge receipt of the 402(f) Special Tax Notice.

☐ I hereby request a distribution from the Plan based on my elections within this Form.

☐ I wish to receive my distribution as soon as possible and hereby waive any unexpired portion of the 30-day notice period required after receipt of the 402(f) Notices to review my distribution option and hereby make a formal election for the Plan Administrator to release my benefit from the Plan.

____
Participant Signature (must be notarized)

__/__/____
Date

Notary Certification

State of ______________________

County of ______________________

I, ______________________________________, a Notary Public, do hereby certify

that on this _______ day of _______________, _______ before me

came ____________________________________, whose signature is subscribed above, and that he/she did in my presence execute the Spousal Consent and Waiver, having acknowledged to me that he/she did so as a free and voluntary act.

____
Notary Public

My Commission Expires: __/__/____

Part IX. Spousal Consent: I hereby approve of, and consent to my spouse's election for a distribution from Sheet Metal Workers' Local No. 83 Annuity Fund ["the Plan"]. I understand that this election may have the effect of reducing the benefit that I would receive under the Plan, should my spouse die prior to retirement.

____
Spouse Signature (must be notarized)

__/__/____
Date

Notary Certification

State of ______________________

County of ______________________

I, ______________________________________, a Notary Public, do hereby certify

that on this _______ day of _______________, _______ before me

came ____________________________________, whose signature is subscribed above, and that he/she did in my presence execute the Spousal Consent and Waiver, having acknowledged to me that he/she did so as a free and voluntary act.

____
Notary Public

My Commission Expires: __/__/____

Part X. Plan Administrator Acknowledgement: I hereby confirm receipt of this distribution form and certify that all Participant information is accurate.

____
Plan Administrator Signature

__/__/____
Date

Participants Termination Date: __/__/____

Last Payroll Contribution: __/__/____

402(f) Special Tax Notice

YOUR ROLLOVER OPTIONS

You are receiving this notice because all or a portion of a payment you are receiving from the Sheet Metal Workers Local NO. 83 Annuity Fund (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 with special tax rules in some employer plans). 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 59-1/2 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 59-1/2), 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 59-1/2 (or if an exception 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, 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 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 59-1/2 (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 70-1/2 (or after death);

- Hardship distributions;
- 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 requested to be withdrawn within 90 days of the first contribution; and
- Amounts treated as distributed because of a prohibited allocation of S corporation stock under an ESOP (also, there will generally be adverse tax consequences if you roll over a distribution of S corporation stock to an IRA).

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 59-1/2, 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 lives or joint life expectancy 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 are 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 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 requested to be withdrawn within 90 days of the first contribution;
- Payments for certain distributions relating to certain federally declared 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 59-1/2, 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).
- 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 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 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 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 a 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 directly 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 directly 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.

If you do a 60-day rollover to an IRA of only a portion of a payment made to you, the after-tax contributions are treated as rolled over last. 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 59-1/2, 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 employer 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, 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 59-1/2 (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 59-1/2 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. 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).

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 59-1/2 (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. However, the 10% additional tax on early distributions will not apply (unless you take the amount rolled over out of the designated Roth account within the 5-year period that begins on January 1 of the year of the rollover). 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 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 59-1/2 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 70-1/2.

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 70-1/2.

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 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 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 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 (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, or such lower amount stated in the Plan (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, or such lower amount stated in the Plan, 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.