

WITHDRAWAL OPTIONS GUIDE



Upon separation of service and notification from your employer – either voluntary, by retirement, or otherwise – you are eligible to take a withdrawal from MO Deferred Comp. Before making a request for a withdrawal, deferred comp suggests that you check with your financial or tax advisor and review the Special Tax Notice at www.modeferredcomp.org.

Your Withdrawal Options	Is there federal tax withholding per withdrawal? ¹	How can I request this withdrawal option?	Is there a penalty for early withdrawal? ²
Keep Money in Deferred Comp³ Your account grows tax-deferred until age 73 at which time you must begin to take your Required Minimum Distribution (RMD) payments.	N/A	N/A	N/A
Withdraw Money at a Later Date You have until April 1 of the year following the calendar year you turn 73 to take your first RMD. If you are age 73 or older, your payments must meet RMD rules.	N/A	N/A	N/A
Request a Withdrawal as Needed Take a partial withdrawal or withdraw your entire available account balance	Mandatory 20% withholding of federal tax for pre-tax withdrawals. Qualified Roth withdrawals are tax-free. ⁴	Online Participant Account or Customer Service Associate (CSA)	10% penalty may apply if under age 59 ½ ⁷
Take a Withdrawal with Rollover⁵ A portion of your withdrawal is rolled over to another qualified plan or IRA	Mandatory 20% withholding of federal tax for pre-tax withdrawals. Qualified Roth withdrawals are tax-free. ⁴ No withholding on rollover portion.	Online Participant Account or CSA for lump sum; Complete a <i>Distribution Request Form</i>	10% penalty may apply if under age 59 ½ on the withdrawal. ⁷ No penalty on the rollover portion.
Setup Installment Payments Receive reoccurring payments on a frequency of your choice, must be made at least annually. Payments can be a specific dollar amount over a specified period of time. Installment payments of ten years or more are not eligible for rollover.	Mandatory 20% withholding of federal tax for pre-tax payments running less than 10 years. For payments running greater than 10 years, participants can elect the withholding amount. Qualified Roth withdrawals are tax-free. ⁴	Online Participant Account or CSA; Installments from a Roth source <i>require</i> submission of <i>paper Installment Form</i>	10% penalty may apply if under age 59 ½ ⁷
Direct Rollover to an IRA or an Employer Plan You will need to provide the name of the Custodian or Financial Institution that is receiving the rollover funds and the appropriate account number.	N/A	Online Participant Account or CSA; Complete a <i>Distribution Request Form</i>	No penalty
Indirect Rollover to an IRA or an Employer Plan An indirect rollover check will be made payable to you. You must send the check to the Custodian or Financial Institution receiving your rollover money within 60 days.	Mandatory 20% withholding of federal tax for pre-tax withdrawals. To rollover the entire amount, you must use other funds to make up for the 20% withheld. If you do not choose to make up the 20% withheld, the portion not rolled over will be taxed.	Online Participant Account or CSA; Complete a <i>Distribution Request Form</i>	10% penalty may apply if under age 59 ½ on the withdrawal. ⁷ No penalty on the rollover portion.

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Your Withdrawal Options	Is there federal tax withholding per withdrawal? ¹	How can I request this withdrawal option?	Is there a penalty for an early withdrawal? ²
Direct Rollover to a ROTH IRA⁶	N/A. Participant is responsible for taxes in the year of withdrawal.	Complete a <i>Distribution Request Form</i> for a rollover request	No penalty
Indirect Rollover to a ROTH IRA⁶ An indirect rollover check will be made payable to you. You must send the check to the Custodian or Financial Institution receiving your rollover money within 60 days.	Mandatory 20% withholding of federal tax for pre-tax withdrawals. To rollover the entire amount, you must use other funds to make up for the 20% withheld. If you do not choose to make up the 20% withheld, the portion not rolled over will be taxed.	Online Participant Account or CSA; Complete a <i>Distribution Request Form</i> for a rollover request	No penalty

¹ Applicable to withdrawals of pre-tax source money

² **A 10% early withdrawal penalty does not apply to withdrawals from pre-tax source 457 contributions/earnings and rollover from another 457 plan.**

³ 457 plan participants who have separated from service, have an account balance less than \$1,000, and have not made a contribution in two years will receive a mandatory distribution of their account. 401(a) participants who have separated from service and have an account balance less than \$1,000 will receive a mandatory distribution of their account.

⁴ Roth money can be withdrawn tax-free if five years have passed since January 1 of the year of your first Roth contribution AND you are at least 59½.

⁵ You can elect to have your withdrawal rolled over to a qualified plan, such as a 401(a) plan, 403(b) plan, 457 plan, or to an IRA or Roth IRA (if the plan accepts rollover money from other plans). If you elect a direct rollover, you will owe federal income taxes when you begin taking withdrawals in the years they are paid to you by the IRA or other plan. Prior to rolling money over, you may want to confirm with the plan receiving the money any changes that may affect the withdrawal options of the rolled in money. If you do not elect a direct rollover, 20% of your withdrawal(s) from MO Deferred Comp will be withheld for federal taxes. Further, to the extent that you roll over money from a 457 plan to a non-457 plan, you should review whether a 10% early withdrawal tax penalty will apply when withdrawing from the non-457 plan. Neither Voya® nor its affiliated companies or representatives provide tax or legal advice. Please consult a tax adviser or attorney before making a tax-related investment/insurance decision.

⁶ The rollover of pre-tax or Roth money to a newly established Roth IRA will result in a new five year counting period. A rollover of Roth money to an already established Roth IRA will keep the IRA's initial contribution year as the five year period.

⁷ An exception to the 10% penalty applies if you terminate from state employment during or after the calendar year you turn age 55 or if you're a public safety employee with 25 years of service or at least age 50.

This guide is a brief, non-technical description of certain provisions of the State of Missouri Deferred Comp Plan. It is not intended to be a complete statement of plan provisions. If a description in this summary differs from the plan documents, the plan documents prevail. For additional information regarding the MO Deferred Comp Plan, please refer to the Plan Document or the Get to Know MO Deferred Comp - Plan Overview.