

**UA LOCAL 190 PLUMBERS/PIPEFITTERS/SERVICE TECHNICIANS/  
GAS DISTRIBUTION DEFINED CONTRIBUTION PLAN  
INSTRUCTIONS FOR PARTICIPANTS**

Attached are forms that should be completed for you to receive distribution of your benefits under the Plan.

1. Read and keep the Benefit Distribution Notice and the "Special Tax Notice Regarding Plan Payments."
2. On the Benefit Election Form select the method of distribution you would like and indicate whether your distribution should be a direct rollover or paid directly to you. If the distribution will be a direct rollover, complete the information regarding the IRA or retirement plan that will receive the distribution. Sign and date the Recipient Certification. Sign and date the Notice Regarding Waiver section if you wish to waive the 30-day notice period.
3. If your distribution is paid directly to you, we are required to withhold 20% of the payment and send it to the IRS as income tax withholding to be credited against your taxes. You will need to complete a Form W-4P if you want additional withholding from your distribution.
4. Return the Completed Benefit Election Form to us.

We will process your distribution as soon as possible after receiving the required form and obtaining approval from the Board of Trustees.

**UA LOCAL 190 PLUMBERS/PIPEFITTERS/SERVICE TECHNICIANS/  
GAS DISTRIBUTION DEFINED CONTRIBUTION PLAN  
BENEFIT DISTRIBUTION NOTICE**

**Participant name:** \_\_\_\_\_

The value of your Account as of \_\_\_\_\_, the date of the most recent valuation, was \$ \_\_\_\_\_. You are 100% vested in that amount, plus any additions since that time, subject to changes in the market value of the Account's assets since that time.

**Methods of Distribution.** You may select one of the following methods for distribution of your vested Account balance, which is also called your "benefit" in this notice.

1. **Lump Sum.** The vested value of your Account balance will be distributed in a single cash payment.
2. **Installments.** Your benefit will be distributed to you in monthly, quarterly or annual installments over a period not exceeding the your life expectancy or the joint life expectancies of the you and your designated beneficiary as provided by Code Section 401(a)(9) and regulations issued thereunder. Life expectancies may not be recalculated after distributions commence.

**Distribution Events:** Distribution will be made at your request after any of the following Distribution Events as defined in the Plan: Retirement, death, Termination of Employment, Total and Permanent Disability, Hardship, or Attainment of age 59½, even if Termination of Employment has not occurred. The Board of Trustees will distribute your benefit without your consent after any of the following Distribution Events as defined in the Plan: Termination of the Plan, your Required Beginning Date, or the date required by an order determined in the sole discretion of the Plan Administrator to be a Qualified Domestic Relations Order.

**Time of distribution:** You (or your beneficiary) will be eligible for distribution of your benefit as soon as administratively feasible after the Distribution Event entitling you to distribution, upon your request and proper completion of administrative forms reasonably required by the Plan Administrator and a finding by the Joint Board of Trustees that you are eligible for distribution under the Plan terms. For purposes of determining administrative feasibility, distribution shall not be administratively feasible if the Plan, Trust, or Board of Trustees would incur additional cost that would not otherwise apply if the distribution occurred as soon as feasible after the next regular Valuation Date.

**Special withholding and rollover rules:** Generally, we must withhold 20% of any distribution that is made over a period of less than ten years and send it to the IRS as withheld income tax, unless you agree to have your distribution transferred directly to another retirement plan or an individual retirement arrangement (IRA) in a "**direct rollover.**" If you do not make a direct rollover, you still can roll over the distribution within 60 days after receipt, but you will have received only 80% of the distribution. You must make up the remaining 20% from other sources within the 60 days and include it in the rollover, or it will be included in your income for the year of the distribution.

You can make a direct rollover by having your distribution mailed directly to the other plan's trustee or IRA sponsor or by receiving a check payable only to the other plan's trustee or IRA sponsor that you may deliver to the trustee or IRA sponsor. You may split your distribution into part direct rollover and part distribution to you subject to 20% withholding.

If you are the surviving spouse of a deceased participant, you may choose to have the distribution paid in a direct rollover to an IRA or paid to you, but you cannot roll it over to another retirement plan. If you are a beneficiary other than the spouse, you cannot rollover the distribution and the distribution will be subject to withholding.

A copy of the "Special Tax Notice Regarding Plan Payments," which has further explanation of rules concerning rollover and withholding, is included with this Benefit Notice.

Please return the attached Benefit Election Form to:

Benefit Advisors, Inc.  
33035 Schoolcraft Rd.  
Livonia, MI. 48150

**Your Right to 30 Days of Notice:** If you wish benefit payments to begin earlier than 30 days from receipt of this notice, you may elect to do so and we will expedite your distribution to the extent administratively reasonable. However, please be advised that you are entitled to at least 30 days after this notice is provided to you to decide whether you want to elect a "direct rollover" of your lump sum benefit into an IRA or other qualified retirement plan, as explained in the enclosed copy of the "Special Tax Notice Regarding Plan Payments." Furthermore, if your vested Account balance is more than \$5,000, you are also entitled to at least 30 days after this notice is provided to you to decide whether to receive your benefit now or defer it until you reach the later of the Plan's Normal Retirement Age or age 62.

**UA LOCAL 190 PLUMBERS/PIPEFITTERS/SERVICE TECHNICIANS/  
GAS DISTRIBUTION DEFINED CONTRIBUTION PLAN  
BENEFIT ELECTION FORM**

**Participant name:** \_\_\_\_\_

Subject to all applicable provisions of the Plan, I hereby elect to have my benefit under the Plan payable as follows:

- \_\_\_\_\_% or \$\_\_\_\_\_ In a lump sum distribution, subject to 20% income tax withholding.
- \_\_\_\_\_% or \$\_\_\_\_\_ In a lump sum distribution, in a direct rollover as specified below.  
(This option is not available to a non-spouse beneficiary of a deceased participant.)
- In (circle one) monthly/quarterly/semi-annual/annual installments in an amount and over a period of time to be determined that will satisfy the applicable provisions of both the Plan and Internal Revenue Code Section 401(a)(9).
- In (circle one) monthly/quarterly/semi-annual/annual installments over the following period of time (must be less than 10 years), payable in a direct rollover as specified below: \_\_\_\_\_ (time period)

**Complete this section if you elected a direct rollover above:**

I have elected to receive a direct rollover of \_\_\_\_\_% or \$\_\_\_\_\_ of my plan benefit paid as follows:

- By direct transfer to an IRA or qualified plan.
- By check payable to an IRA or qualified plan for delivery by me.

Name of IRA or qualified plan: \_\_\_\_\_

Trustee: \_\_\_\_\_

Address: \_\_\_\_\_

**All recipients must sign and date this Certification:** I certify that I have chosen to receive distribution in the form indicated above and that I have received a copy of the "Special Tax Notice Regarding Plan Payments." If I have elected to receive a distribution from the UA Local 190 Plumbers/Pipefitters/Service Technicians/Gas Distribution Defined Contribution Plan in a direct rollover, I also certify that, to the best of my knowledge, the retirement plan or IRA that I have designated is qualified to receive a direct rollover distribution from a qualified retirement plan.

Dated: \_\_\_\_\_  
\_\_\_\_\_  
Recipient

**Notice Regarding Waiver of 30-day Notice Period (Optional):** Under federal law, you have the right to have provided to you notice of the direct rollover rules at least 30 days before your benefits are distributed to you. Those rules are explained fully in the "SPECIAL TAX NOTICE REGARDING PLAN PAYMENTS," a copy of which is included with this form. You have the right to a 30-day delay between the time this notice is provided to you and the time your benefits are distributed in order to be sure that you have carefully considered the decision to take a distribution and have considered the options available to you. However, you may waive the 30-day waiting period by checking the box below. If you check the box, your benefits will be distributed as soon as practicable. If you do not check the box, no benefits will be distributed earlier than 30 days after this notice is provided to you.

- I waive the 30-day waiting period and ask that my distribution occur as soon as possible.

Dated: \_\_\_\_\_  
\_\_\_\_\_  
Participant

Name:

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Social Security Number:

Date of Birth:

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Current Address:

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Current Phone Number:

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## SPECIAL TAX NOTICE REGARDING PLAN PAYMENTS

This notice explains how you can continue to defer federal income tax on your retirement savings in the UA Local 190 Plumbers/Pipefitters/Service Technicians/Gas Distribution Defined Contribution Plan (the "Plan") and contains important information you will need before you decide how to receive your Plan benefits.

This notice is provided to you by The Joint Board of Trustees (your "Plan Administrator") because all or part of the payment that you will soon receive from the Plan may be eligible for rollover by you or your Plan Administrator to a traditional IRA or an eligible employer plan. A rollover is a payment by you or the Plan Administrator of all or part of your benefit to another plan or IRA that allows you to continue to postpone taxation of that benefit until it is paid to you. Your payment cannot be rolled over to a Roth IRA, a SIMPLE IRA, or a Coverdell Education Savings Account (formerly known as an education IRA). An "eligible employer plan" includes a plan qualified under section 401(a) of the Internal Revenue Code, including a 401(k) plan, profit-sharing plan, defined benefit plan, stock bonus plan, and money purchase plan; a section 403(a) annuity plan; a section 403(b) tax-sheltered annuity; and an eligible section 457(b) plan maintained by a governmental employer (governmental 457 plan).

An eligible employer plan is not legally required to accept a rollover. Before you decide to roll over your payment to another employer plan, you should find out whether the plan accepts rollovers and, if so, the types of distributions it accepts as a rollover. You should also find out about any documents that are required to be completed before the receiving plan will accept a rollover. Even if a plan accepts rollovers, it might not accept rollovers of certain types of distributions, such as after-tax amounts. If this is the case, and your distribution includes after-tax amounts, you may wish instead to roll your distribution over to a traditional IRA or split your rollover amount between the employer plan in which you will participate and a traditional IRA. If an employer plan accepts your rollover, the plan may restrict subsequent distributions of the rollover amount or may require your spouse's consent for any subsequent distribution. A subsequent distribution from the plan that accepts your rollover may also be subject to different tax treatment than distributions from this Plan. Check with the administrator of the plan that is to receive your rollover prior to making the rollover.

If you have additional questions after reading this notice, you can contact your plan administrator at Benefit Advisors, Inc., 33035 Schoolcraft, Livonia, Michigan 48150, (888) 390-7473.

### SUMMARY

There are two ways you may be able to receive a Plan payment that is eligible for rollover:

- (1) Certain payments can be made directly to a traditional IRA that you establish or to an eligible employer plan that will accept it and hold it for your benefit ("DIRECT ROLLOVER"); or
- (2) The payment can be PAID TO YOU.

If you choose a DIRECT ROLLOVER:

- Your payment will not be taxed in the current year and no income tax will be withheld.
- You choose whether your payment will be made directly to your traditional IRA or to an eligible employer plan that accepts your rollover. Your payment cannot be rolled over to a Roth IRA, a SIMPLE IRA, or a Coverdell Education Savings Account because these are not traditional IRAs.
- The taxable portion of your payment will be taxed later when you take it out of the traditional IRA or the eligible employer plan. Depending on the type of plan, the later distribution may be subject to different tax treatment than it would be if you received a taxable distribution from this Plan.

If you choose to have a Plan payment that is eligible for rollover PAID TO YOU:

- You will receive only 80% of the taxable amount of the payment, because the Plan Administrator is required to withhold 20% of that amount and send it to the IRS as income tax withholding to be credited against your taxes.
- The taxable amount of your payment will be taxed in the current year unless you roll it over. Under limited circumstances, you may be able to use special tax rules that could reduce the tax you owe. However, if you receive the payment before age 59-1/2, you may have to pay an additional 10% tax.
- You can roll over all or part of the payment by paying it to your traditional IRA or to an eligible employer plan that accepts your rollover within 60 days after you receive the payment. The amount rolled over will not be taxed until you take it out of the traditional IRA or the eligible employer plan.

- If you want to roll over 100% of the payment to a traditional IRA or an eligible employer plan, you must find other money to replace the 20% of the taxable portion that was withheld. If you roll over only the 80% that you received, you will be taxed on the 20% that was withheld and that is not rolled over.

**Your Right to Waive the 30-Day Notice Period.** Generally, neither a direct rollover nor a payment can be made from the plan until at least 30 days after your receipt of this notice. Thus, after receiving this notice, you have at least 30 days to consider whether or not to have your withdrawal directly rolled over. If you do not wish to wait until this 30-day notice period ends before your election is processed, you may waive the notice period by making an affirmative election indicating whether or not you wish to make a direct rollover. Your withdrawal will then be processed in accordance with your election as soon as practical after it is received by the Plan Administrator.

### MORE INFORMATION

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#### I. PAYMENTS THAT CAN AND CANNOT BE ROLLED OVER

Payments from the Plan may be "eligible rollover distributions." This means that they can be rolled over to a traditional IRA or to an eligible employer plan that accepts rollovers. Payments from a plan cannot be rolled over to a Roth IRA, a SIMPLE IRA, or a Coverdell Education Savings Account. Your Plan administrator should be able to tell you what portion of your payment is an eligible rollover distribution.

**After-tax Contributions.** If you made after-tax contributions to the Plan, these contributions may be rolled into either a traditional IRA or to certain employer plans that accept rollovers of the after-tax contributions. The following rules apply:

- a) **Rollover into a Traditional IRA.** You can roll over your after-tax contributions to a traditional IRA either directly or indirectly. Your plan administrator should be able to tell you how much of your payment is the taxable portion and how much is the after-tax portion.

If you roll over after-tax contributions to a traditional IRA, it is your responsibility to keep track of, and report to the Service on the applicable forms, the amount of these after-tax contributions. This will enable the nontaxable amount of any future distributions from the traditional IRA to be determined.

Once you roll over your after-tax contributions to a traditional IRA, those amounts CANNOT later be rolled over to an employer plan.

- b) **Rollover into an Employer Plan.** You can roll over after-tax contributions from an employer plan that is qualified under Code section 401(a) or a section 403(a) annuity plan to another such plan using a direct rollover if the other plan provides separate accounting for amounts rolled over, including separate accounting for the after-tax employee contributions and earnings on those contributions. You can also roll over after-tax contributions from a section 403(b) tax-sheltered annuity to another section 403(b) tax-sheltered annuity using a direct rollover if the other tax-sheltered annuity provides separate accounting for amounts rolled over, including separate accounting for the after-tax employee contributions and earnings on those contributions. You CANNOT roll over after-tax contributions to a governmental 457 plan. If you want to roll over your after-tax contributions to an employer plan that accepts these rollovers, you cannot have the after-tax contributions paid to you first. You must instruct the Plan Administrator of this Plan to make a direct rollover on your behalf. Also, you cannot first roll over after-tax contributions to a traditional IRA and then roll over that amount into an employer plan.

The following types of payments cannot be rolled over:

**Payments Spread over Long Periods.** You cannot roll over a payment if it is part of a series of equal (or almost equal) payments that are made at least once a year and that will last for:

- your lifetime (or a period measured by your life expectancy), or
- your lifetime and your beneficiary's lifetime (or a period measured by your joint life expectancies), or
- a period of 10 years or more.

**Required Minimum Payments.** Beginning when you reach age 70 1/2 or retire, whichever is later, a certain portion of your payment cannot be rolled over because it is a "required minimum payment" that must be paid to you. Special rules apply if you own 5% or more of your employer.

**Hardship Distributions.** A hardship distribution cannot be rolled over.

**Corrective Distributions.** A distribution that is made to correct a failed nondiscrimination test or because legal limits on certain contributions were exceeded cannot be rolled over.

The Plan Administrator of this Plan should be able to tell you if your payment includes amounts that cannot be rolled over.

## II. DIRECT ROLLOVER

A DIRECT ROLLOVER is a direct payment of the amount of your Plan benefits to a traditional IRA or an eligible employer plan that will accept it. You can choose a DIRECT ROLLOVER of all or any portion of your payment that is an eligible rollover distribution, as described in Part I above. You are not taxed on any taxable portion of your payment for which you choose a DIRECT ROLLOVER until you later take it out of the traditional IRA or eligible employer plan. In addition, no income tax withholding is required for any taxable portion of your Plan benefits for which you choose a DIRECT ROLLOVER. This Plan might not let you choose a DIRECT ROLLOVER if your distributions for the year are less than \$200.

**DIRECT ROLLOVER to a Traditional IRA.** You can open a traditional IRA to receive the direct rollover. If you choose to have your payment made directly to a traditional IRA, contact an IRA sponsor (usually a financial institution) to find out how to have your payment made in a direct rollover to a traditional IRA at that institution. If you are unsure of how to invest your money, you can temporarily establish a traditional IRA to receive the payment. However, in choosing a traditional IRA, you may wish to make sure that the traditional IRA you choose will allow you to move all or a part of your payment to another traditional IRA at a later date, without penalties or other limitations. See IRS Publication 590, Individual Retirement Arrangements, for more information on traditional IRAs (including limits on how often you can roll over between IRAs).

**DIRECT ROLLOVER to a Plan.** If you are employed by a new employer that has an eligible employer plan, and you want a direct rollover to that plan, ask the plan administrator of that plan whether it will accept your rollover. An eligible employer plan is not legally required to accept a rollover. Even if your new employer's plan does not accept a rollover, you can choose a DIRECT ROLLOVER to a traditional IRA. If the employer plan accepts your rollover, the plan may provide restrictions on the circumstances under which you may later receive a distribution of the rollover amount or may require spousal consent to any subsequent distribution. Check with the plan administrator of that plan before making your decision.

**DIRECT ROLLOVER of a Series of Payments.** If you receive a payment that can be rolled over to a traditional IRA or an eligible employer plan that will accept it, and it is paid in a series of payments for less than 10 years, your choice to make or not make a DIRECT ROLLOVER for a payment will apply to all later payments in the series until you change your election. You are free to change your election for any later payment in the series.

**Change in Tax Treatment Resulting from a DIRECT ROLLOVER.** The tax treatment of any payment from the eligible employer plan or traditional IRA receiving your DIRECT ROLLOVER might be different than if you received your benefit in a taxable distribution directly from the Plan. For example, if you were born before January 1, 1936, you might be entitled to ten-year averaging or capital gain treatment, as explained below. However, if you have your benefit rolled over to a section 403(b) tax-sheltered annuity, a governmental 457 plan, or a traditional IRA in a DIRECT ROLLOVER, your benefit will no longer be eligible for that special treatment. See the sections below entitled "Additional 10% Tax if You Are under Age 59-1/2" and "Special Tax Treatment if You Were Born before January 1, 1936."

## III. PAYMENT PAID TO YOU

If your payment can be rolled over (see Part I above) and the payment is made to you in cash, it is subject to 20% federal income tax withholding on the taxable portion (state tax withholding may also apply). The payment is taxed in the year you receive it unless, within 60 days, you roll it over to a traditional IRA or an eligible employer plan that accepts rollovers. If you do not roll it over, special tax rules may apply.

### **Income Tax Withholding:**

**Mandatory Withholding.** If any portion of your payment can be rolled over under Part I above and you do not elect to make a DIRECT ROLLOVER, the Plan is required by law to withhold 20% of the taxable amount. This amount is sent to the IRS as federal income tax withholding. For example, if you can roll over a taxable payment of \$10,000, only \$8,000 will be paid to you because the Plan must withhold \$2,000 as income tax. However, when you prepare your income tax return for the year, unless you make a rollover within 60 days (see "Sixty-Day Rollover Option" below), you must report the full \$10,000 as a taxable payment from the Plan. You must report the \$2,000 as tax withheld, and it will be credited against any income tax you owe for the year. There will be no income tax withholding if your payments for the year are less than \$200.

**Voluntary Withholding.** If any portion of your payment is taxable but cannot be rolled over under Part I above, the mandatory withholding rules described above do not apply. In this case, you may elect not to have withholding apply to that portion. If you do

nothing, 10% will be taken out of this portion of your payment for federal income tax withholding. To elect out of withholding, ask the Plan Administrator for the election form and related information.

**Sixty-Day Rollover Option.** If you receive a payment that can be rolled over under Part I above, you can still decide to roll over all or part of it to a traditional IRA or to an eligible employer plan that accepts rollovers. If you decide to roll over, you must contribute the amount of the payment you received to a traditional IRA or eligible employer plan within 60 days after you receive the payment. The portion of your payment that is rolled over will not be taxed until you take it out of the traditional IRA or the eligible employer plan.

You can roll over up to 100% of your payment that can be rolled over under Part I above, including an amount equal to the 20% of the taxable portion that was withheld. If you choose to roll over 100%, you must find other money within the 60-day period to contribute to the traditional IRA or the eligible employer plan, to replace the 20% that was withheld. On the other hand, if you roll over only the 80% of the taxable portion that you received, you will be taxed on the 20% that was withheld.

Example: The taxable portion of your payment that can be rolled over under Part I above is \$10,000, and you choose to have it paid to you. You will receive \$8,000, and \$2,000 will be sent to the IRS as income tax withholding. Within 60 days after receiving the \$8,000, you may roll over the entire \$10,000 to a traditional IRA or an eligible employer plan. To do this, you roll over the \$8,000 you received from the Plan, and you will have to find \$2,000 from other sources (your savings, a loan, etc.). In this case, the entire \$10,000 is not taxed until you take it out of the traditional IRA or an eligible employer plan. If you roll over the entire \$10,000, when you file your income tax return you may get a refund of part or all of the \$2,000 withheld.

If, on the other hand, you roll over only \$8,000, the \$2,000 you did not roll over is taxed in the year it was withheld. When you file your income tax return, you may get a refund of part of the \$2,000 withheld. (However, any refund is likely to be larger if you roll over the entire \$10,000.)

**Additional 10% Tax If You Are under Age 59-1/2.** If you receive a payment before you reach age 59-1/2 and you do not roll it over, then, in addition to the regular income tax, you may have to pay an extra tax equal to 10% of the taxable portion of the payment. The additional 10% tax generally does not apply to (1) payments that are paid after you separate from service with your employer during or after the year you reach age 55, (2) payments that are paid because you retire due to disability, (3) payments that are paid as equal (or almost equal) payments over your life or life expectancy (or your and your beneficiary's lives or life expectancies), (4) dividends paid with respect to stock by an employee stock ownership plan (ESOP) as described in Code section 404(k), (5) payments that are paid directly to the government to satisfy a federal tax levy, (6) payments that are paid to an alternate payee under a qualified domestic relations order, or (7) payments that do not exceed the amount of your deductible medical expenses. See IRS Form 5329 for more information on the additional 10% tax.

The additional 10% tax will not apply to distributions from a governmental 457 plan, except to the extent the distribution is attributable to an amount you rolled over to that plan (adjusted for investment returns) from another type of eligible employer plan or IRA. Any amount rolled over from a governmental 457 plan to another type of eligible employer plan or to a traditional IRA will become subject to the additional 10% tax if it is distributed to you before you reach age 59-1/2, unless one of the exceptions applies.

**Special Tax Treatment If You Were Born before January 1, 1936.** If you receive a payment from a plan qualified under section 401(a) or a section 403(a) annuity plan that can be rolled over under Part I and you do not roll it over to a traditional IRA or an eligible employer plan, the payment will be taxed in the year you receive it. However, if the payment qualifies as a "lump sum distribution," it may be eligible for special tax treatment. A lump sum distribution is a payment, within one year, of your entire balance under the Plan (and certain other similar plans of the employer) that is payable to you after you have reached age 59-1/2 or because you have separated from service with your employer (or, in the case of a self-employed individual, after you have reached age 59-1/2 or have become disabled). For a payment to be treated as a lump sum distribution, you must have been a participant in the plan for at least five years before the year in which you received the distribution. The special tax treatment for lump sum distributions that may be available to you is described below.

**Ten-Year Averaging.** If you receive a lump sum distribution and you were born before January 1, 1936, you can make a one-time election to figure the tax on the payment by using "10-year averaging" (using 1986 tax rates). Ten-year averaging often reduces the tax you owe.

**Capital Gain Treatment.** If you receive a lump sum distribution and you were born before January 1, 1936, and you were a participant in the Plan before 1974, you may elect to have the part of your payment that is attributable to your pre-1974 participation in the Plan taxed as long-term capital gain at a rate of 20%.

There are other limits on the special tax treatment for lump sum distributions. For example, you can generally elect this special tax treatment only once in your lifetime, and the election applies to all lump sum distributions that you receive in that same year. You may not elect this special tax treatment if you rolled amounts into this Plan from a 403(b) tax-sheltered annuity contract or from an IRA not originally attributable to a qualified employer plan. If you have previously rolled over a distribution from this Plan (or certain other similar plans of the employer), you cannot use this special averaging treatment for later payments from the Plan. If you roll over your payment to a traditional IRA, governmental 457 plan, or 403(b) tax-sheltered annuity, you will not be able to use special tax treatment

for later payments from that IRA, plan, or annuity. Also, if you roll over only a portion of your payment to a traditional IRA, governmental 457 plan, or 403(b) tax-sheltered annuity, this special tax treatment is not available for the rest of the payment. See IRS Form 4972 for additional information on lump sum distributions and how you elect the special tax treatment.

#### IV. SURVIVING SPOUSES, ALTERNATE PAYEES, AND OTHER BENEFICIARIES

In general, the rules summarized above that apply to payments to employees also apply to payments to surviving spouses of employees and to spouses or former spouses who are "alternate payees." You are an alternate payee if your interest in the Plan results from a "qualified domestic relations order," which is an order issued by a court, usually in connection with a divorce or legal separation.

If you are a surviving spouse or an alternate payee, you may choose to have a payment that can be rolled over, as described in Part I above, paid in a DIRECT ROLLOVER to a traditional IRA or to an eligible employer plan or paid to you. If you have the payment paid to you, you can keep it or roll it over yourself to a traditional IRA or to an eligible employer plan. Thus, you have the same choices as the employee.

If you are a beneficiary other than a surviving spouse or an alternate payee, you cannot choose a direct rollover, and you cannot roll over the payment yourself.

If you are a surviving spouse, an alternate payee, or another beneficiary, your payment is generally not subject to the additional 10% tax described in Part III above, even if you are younger than age 59-1/2.

If you are a surviving spouse, an alternate payee, or another beneficiary, you may be able to use the special tax treatment for lump sum distributions and the special rule for payments that include employer stock, as described in Part III above. If you receive a payment because of the employee's death, you may be able to treat the payment as a lump sum distribution if the employee met the appropriate age requirements, whether or not the employee had 5 years of participation in the Plan.

#### HOW TO OBTAIN ADDITIONAL INFORMATION

This notice summarizes only the federal (not state or local) tax rules that might apply to your payment. The rules described above are complex and contain many conditions and exceptions that are not included in this notice. Therefore, you may want to consult with the Plan Administrator or a professional tax advisor before you take a payment of your benefits from your Plan. Also, you can find more specific information on the tax treatment of payments from qualified employer plans in IRS Publication 575, Pension and Annuity Income, and IRS Publication 590, Individual Retirement Arrangements. These publications are available from your local IRS office, on the IRS's Internet Web Site at [www.irs.gov](http://www.irs.gov), or by calling (800) TAX-FORMS.