

# PLAN TO IRA ANALYSIS

## RELATIVE ALIGNMENT WITH NEEDS & OBJECTIVES

STAY IN PLAN

NEUTRAL

ROLLOVER TO IRA



CONSIDERATIONS	IMPORTANCE TO CLIENT	BEST ALIGNMENT WITH NEEDS & OBJECTIVES	DEGREE OF DIFFERENCE	WEIGHTED ALIGNMENT
<b>ALL-IN FEES AND EXPENSES</b>	LOW MED <b>HIGH</b>	IRA	LOW MED <b>HIGH</b>	Strong

Both plans and IRAs typically have investment expenses and plan or account-related fees. Confirm the level of importance to the Retirement Investor and help evaluate by adding all expenses charged to the plan or IRA account and comparing the two.

<b>AVAILABLE SERVICES</b>	LOW <b>MED</b> HIGH	IRA	LOW <b>MED</b> HIGH	Moderate
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Some plans may offer a wide range of services such as managed accounts, participant investment advice and one-on-one education sessions, while other plans may offer more limited services. Confirm the level of importance to the Retirement Investor and help compare the level of available services in the plan with the IRA to assess which one best aligns with his/her needs.

<b>AVAILABLE INVESTMENTS</b>	LOW <b>MED</b> HIGH	Plan	LOW <b>MED</b> HIGH	Moderate
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Some plans may offer limited choices, while others provide a broad range of investments, including both active and passive strategies, or even brokerage account windows providing participants wider latitude in choosing investments. Confirm the level of importance to the Retirement Investor and help him/her compare the investments available in the plan to what is available in an IRA to assess which one best aligns with his/her needs.

<b>GUARANTEED INCOME AND/OR INTEREST RATES</b>	N/A LOW <b>MED</b> HIGH	IRA	LOW <b>MED</b> HIGH	Moderate
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Access to guaranteed income and/or interest rate guarantees may be valuable to help manage income and/or investment risk. Confirm the level of importance to the Retirement Investor and help him/her compare the options available in the plan to what is available in an IRA to assess which one best aligns with his/her needs.

<b>TAX CONSIDERATIONS</b>	N/A LOW MED HIGH			
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Important tax considerations when evaluating whether to roll over a plan account to an IRA, may include, but are not limited to, application of Required Minimum Distributions (RMDs), application of the additional 10% tax, Roth tax treatment, employer stock taxation, beneficiary implications and more. Confirm the level of importance to the Retirement Investor and help evaluate whether staying invested in the plan versus rolling over to an IRA best aligns with his/her needs.

<b>DISTRIBUTION CONSIDERATIONS</b>	N/A LOW MED HIGH			
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Some plans may offer a wide range of distribution options while others may offer more limited options. IRAs are generally more flexible, but certain products may impose limitations (e.g., surrender charges). Confirm the level of importance to the Retirement Investor and help evaluate whether staying invested in the plan versus rolling over to an IRA best aligns with his/her needs.

<b>BENEFICIARY CONSIDERATIONS</b>	N/A LOW MED HIGH			
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Federal law requires spousal consent before naming non-spouse beneficiaries on individual account plans (i.e., 401(k) plans), but some states do not. Additionally, some plans may require an account to be cashed out upon death, whereas IRAs may provide more flexibility to heirs in terms of taking RMDs. Confirm the level of importance to the Retirement Investor and help evaluate whether staying invested in the plan versus rolling over to an IRA best aligns with his/her needs.

<b>OTHER CONSIDERATIONS</b>	N/A LOW <b>MED</b> HIGH	IRA	LOW <b>MED</b> HIGH	Moderate
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Confirm whether the Retirement Investor has other needs that are not captured above, and, if so, document them and help evaluate whether staying invested in the plan versus rolling over to an IRA best aligns his/her need(s).

**NAME OF INDIVIDUAL:** John Smith

**INDIVIDUAL EMPLOYMENT STATUS:** No

You (the individual identified above) are currently a participant in a retirement plan (the "Plan"). After considering your options including: (i) staying in the Plan; (ii) rolling over your Plan account into a new employer's retirement plan (if applicable); or (iii) rolling over your Plan account to an Individual Retirement Account ("IRA"), you have informed us that you wish to take a distribution from the Plan and/or roll over your Plan account.

Any arrangement to reinvest your Plan account in an IRA will be part of a separate agreement between you and our financial institution. This is an important decision, and we want to make you aware of factors that might influence your choices. Some of these factors include:

1. You are not required to roll over your plan account. You may keep it in the Plan or roll it over to a new employer plan (if available);
2. You enjoy certain benefits by keeping your assets in the Plan that may be lost if your Plan assets are transferred to an IRA. For example, your Plan may have unique investment products or lower investment-related fees that may not be available to your IRA and/or your Plan may offer additional services not available in your IRA;
3. Your Plan may not charge fees associated with account opening, annual maintenance, account closing, brokerage commissions, management fees and other administrative and/or investment-related expenses;
4. Options for taking withdrawals or distributions, including the timing of minimum distributions required by the IRS, may be more favorable in your Plan; and
5. Protection from creditors for your assets in the Plan may be greater than your IRA, as the latter will depend upon the laws of your particular state.

A broad array of options for investing the proceeds of your Plan account exist in the marketplace and are available to you from a wide variety of providers. You are free to invest your savings with whomever you choose. If you invest your IRA assets with us, you may pay higher fees than the fees associated with remaining in the Plan or rolling your Plan account into your new employer's retirement plan (if applicable).

## RETIREMENT INVESTOR ATTESTATION

By signing below, you hereby acknowledge that you understand your retirement account options and considered them carefully before making your decision to roll over or transfer assets from your current account to the new account. Specifically, you represent that you:

- Understand you other have options to preserve the tax-deferred status of your retirement account, including: i) remaining in your current account; ii) rolling over your account into a new employer's plan (if applicable); and/or rolling over or transferring to a new account or account type;
- Understand that, in the event we do not earn any compensation relating to your current retirement account, or if we receive less compensation if your assets were to remain in that account without any changes to the account or account type, and we will receive more compensation as a result of your decision to roll over, transfer or change your account, we have a conflict of interest;
- Were presented with sufficient opportunities to ask questions and that your decision to roll over or transfer assets from your retirement account or change account types was your independent decision;
- Acknowledge the information documented above concerning your "Retirement Investor Needs" accurately reflects the relative importance of each factor to you;
- Used your best efforts to obtain the Requested Documentation described below, which we explained is necessary for us to make an apples-to-apples comparison of your options, and acknowledge that you are solely responsible for the consequences of failing to provide such information;

# PLAN TO IRA ANALYSIS

Analysis completed on 04/28/2022. Report generated on 04/28/2022. Analysis ID: 4444.

John Smith

- In the event you were unwilling to provide the Requested Documentation relating to your Plan account, if applicable, you authorized us to make a reasonable estimation of expenses, asset values, risk, and returns based upon publicly available alternative data sources (i.e., your Plan's most recent Form 5500 or reliable benchmarks on typical fees and expenses for the type and size of your Plan) and that you recognize the limitations associated with using such information;
- Understand any information we provided to you, including a recommendation to roll over or transfer your retirement account, is unrelated to any services we may provide to your employer; and
- Acknowledge any arrangement to invest your new account will be accompanied by a new contract and disclosures that will contain information about how we will be compensated.

When we provide investment advice to you regarding your retirement plan account or individual retirement account, we are fiduciaries within the meaning of Title I of the Employee Retirement Income Security Act and/or the Internal Revenue Code, as applicable, which are laws governing retirement accounts. The way we make money, as described above, creates some conflicts with your interests, so we operate under a special rule that requires us to act in your best interest and not put our interest ahead of yours.

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SIGNATURE

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PRINTED NAME

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DATE

DOCUMENT	PROVIDED	DID NOT PROVIDE	N/A
Quarterly Statements (Up to 4 most recent)	✓		
Annual Participant Fee Disclosure(s)		✓	
Summary Plan Description(s)		✓	