Note: The distribution options presented here are those typically available with an employer-sponsored qualified retirement plan. Check with your retirement plan administrator to find out about your plan's actual distribution options.

The 10% additional federal tax generally applies to withdrawals before age 59½, but certain exceptions apply, such as death, disability and health insurance premiums during unemployment. If you leave your employer in the year you reach age 55 or later, distributions from your employer-sponsored qualified retirement plan will be exempt from the 10% additional federal tax. A tax advisor can help you determine whether the additional federal tax applies to your situation.

** Contingent on specific plan rules.*

*** All annuity contract and rider guarantees, or annuity payout rates, are backed by the claims paying ability of the issuing insurance company. They are not backed by Merrill Lynch or its affiliates, nor do Merrill Lynch or its affiliates make any representations or guarantees regarding the claims-paying ability of the issuing insurance company*

Merrill Lynch and its representatives do not provide tax, accounting or legal advice. Any tax statements contained herein were not intended or written to be used, and cannot be used, for the purpose of avoiding U.S. federal, state or local tax penalties. Please consult your own independent advisor as to any tax, accounting or legal statements made herein.

What will you do with your retirement plan savings?

It's a complex choice and should be considered with care.

And we can help. Merrill Lynch is a leader in providing guidance on retirement savings, transition planning and investment strategies. And if you have stock or cash received through your company's equity award plan serviced by Merrill Lynch, we can help you decide how to make the most of those holdings.

Each choice, as shown on the next page, may offer different investment options and services, fees and expenses, withdrawal options, and required minimum distribution requirements. They may also provide different protection from creditors and legal judgments.

Merrill Lynch Retirement Education Services — 877.637.1786

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Are Not FDIC Insured	Are Not Bank Guaranteed	May Lose Value
Are Not Deposits	Are Not Insured by Any Federal Government Agency	Are Not a Condition to Any Banking Service or Activity

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Understand the choices for your 401(k) or other plan-sponsored account. For more information, call 877.637.1786.

Option	Consider this option if you...	Immediate tax impact	Possible advantages	Possible drawbacks	Next steps
Leave assets in current employer's plan	• Don't need assets for current expenses. • Are undecided about what to do with your assets. • Want to defer taxes and avoid a possible 10% additional federal tax on early withdrawals. • Are satisfied with the plan's investment choices.	• None. No taxes incurred while assets remain in the plan.	• Preserve tax-deferred growth potential. • Postpone payment of taxes. • Typically, no fee for investment transactions. • Broad protection from creditor claims. • Continued access to current investment choices. • Retain future distribution options. • May have access to investment and planning tools.	• May have limited investment choices. • No new contributions or loans permitted. • May not be an option if you have less than $5,000 in your plan account. • Plan rules on distributions and beneficiary designations may be restrictive. • Access to investment and planning tools may be limited.	• No action required.
Roll assets over to a traditional IRA	• Don't need assets for current expenses. • Want to keep assets tax deferred for retirement. • Want more investment choices. • Want to consolidate retirement assets in a single account. • Want retirement income planning/financial advice or assistance with investments.	• None. No taxes incurred in a direct rollover.	• Avoid immediate taxes. • Preserve tax-deferred growth potential. • Typically wider selection of investment options than with employer plan. • Access funds at any time (subject to taxes). • Generally more flexibility in naming non-spouse beneficiaries. • May have ability to roll over assets to a future employer's plan.* • Opportunity to consolidate assets for easier management. • May be eligible for in-kind transfer of assets from prior employer plan. • May have access to retirement planning or investment advice.	• Forgo certain special tax treatments. • Loans are not permitted from an IRA. • Lost opportunity for early withdrawals without paying a 10% additional federal tax if you are separated from service at age 55 but are not yet 59½. (Income taxes will be due.) • Protection from creditors only in bankruptcy. • May be charged an annual fee to maintain account. • Commissions and sales charges may apply to investment transactions.	• Contact Merrill Lynch to open an IRA, or contact your IRA custodian about transfer policies.
Roll assets over to a new employer's plan (if allowed by the plan)	• Don't need assets for current expenses. • Want to avoid current taxes. • Are not satisfied with former employer's investment choices. • Are over age 70½ and would like to continue to defer required minimum distribution payments. • Want to keep your retirement assets from employer plans in a single account while still working.	• None. No taxes incurred in a direct rollover.	• Avoid immediate taxes. • Preserve tax-deferred growth potential. • Typically no fee for investment transactions. • Broad protection from creditor claims. • Loans may be available.* • May have access to investment and planning tools. • Opportunity to consolidate assets for easier management.	• May have limited investment options. • Waiting period may apply before you can participate. • Plan may not accept rollovers.* • May not have access to your assets again until retirement, separation from service or in event of financial hardship.* • May not be able to roll over assets in-kind from prior employer plan.* • Access to investment and planning tools may be limited. • Plan rules on distributions and beneficiary designations may be restrictive.*	• Contact your new employer for plan information and instructions.
Withdraw assets in a lump-sum or partial withdrawal	• Need assets for current expenses that cannot be met with other resources.	• Withdrawal subject to federal and state income tax and possibly a 10% additional federal tax if you are not yet age 59½, or 55 (or will turn 55 during the withdrawal year) and separated from service. • Generally, your distribution will be subject to mandatory 20% withholding for 401(k)s.	• Money available for current expenses – although reduced by taxes. • Special tax treatment may be available for lump-sum distributions if you were born before 1936, or if you have highly appreciated employer stock.	• Forfeit tax-deferred status. • Withdrawal subject to immediate 20% federal tax withholding (plus applicable state tax). • Possible 10% additional federal tax on early withdrawals. • After 60 days may not be able to roll over assets to an IRA or a new employer's plan.	• Contact your employer or plan administrator about distribution procedures.
Transfer assets directly to a qualified annuity	• Want to ensure a stream of income that you cannot outlive. **	• None.	• Preserve tax-deferred compounding and growth potential. • Beneficiaries may receive a death benefit if you die before you begin receiving income. • Create income you can't outlive.**	• Decision is irrevocable if the assets are annuitized. Otherwise there may costs associated with forfeiting the assets from the annuity before a certain time. • May involve higher expenses than an IRA would. • May pay a premium tax on purchase in some states.	• Call Merrill Lynch at 877.637.1786 for more information.
Convert directly to a Roth IRA	• Don't need assets for current expenses. • May be in a higher income bracket in retirement. • Would like to have a tax-free source of retirement income. • Want more investment options. • Want retirement income planning/financial advice or assistance with investments. • Want to consolidate retirement assets for convenience.	• You must pay income tax on converted amounts from pre-tax contributions and tax-deferred earnings in the year of conversion. • The 10% additional federal tax on early withdrawals may not apply.	• You will pay no taxes upon withdrawal, provided the distribution is "qualified" (i.e., assets are in the Roth IRA for a specific period of time) or upon death or disability. • Typically wider selection of investment options than with employer plan. • Access funds at any time (subject to taxes). • Generally more flexibility in naming non-spouse beneficiaries. • May have ability to roll over assets to a future employer's plan.* • Opportunity to consolidate assets for easier management. • May be eligible for in-kind transfer of assets from prior employer plan. • May have access to retirement planning or investment advice. • No required minimum distributions (RMDs) during your lifetime.	• Forgo certain special tax treatments. • Loans are not permitted from a Roth IRA. • Lost opportunity for early withdrawals without incurring 10% additional federal tax if you are separated from service at age 55 but are not yet 59½. • Protection from creditors only in bankruptcy. • May be charged an annual fee to maintain account. • Commissions and sales charges may apply to investment transactions.	• Call Merrill Lynch at 877.637.1786 for more information.