Guardian

Are your Retirement Assets Sitting in the Right Place?

Know your retirement planning options

Rolling over your 401(k) may be the right choice for you.

Your journey to a confident and successful retirement is unique. Having a financial professional by your side who helps you understand and leverage a wide range of resources to customize a financial strategy is the key to a confident future. Let's look at your overall plan and see if rolling over your 401(k) could be a benefit to help you retire successfully.

If you're like many whose path to retirement may have included multiple employers, you may have invested in multiple 401(k)s. If you decide consolidating is right for you, we're here to help.

Understanding what's right for you:

	Advantages	Disadvantages
Remain in your current plan(s)	• No immediate action required – you may still roll over to an IRA or 401(k) offered by a new employer in the future, if the new plans allow rollovers • You may be able to take a partial distribution or receive installment payments from your former employer's plan • You may be able to delay required minimum distributions (RMDs) past the age of 70 ½ if still working • Protection from creditors, generally in case of bankruptcy • Preservation of tax benefits • Tax-deferred growth • Fees and expenses may be less in your 401(k) plan than in an account outside the plan	• Participants who have terminated their employment are not eligible for loans from their plan account • Limited to the plan's investment options • May not be able to remain in the plan if your account is less than $5,000 • Managing savings in multiple plans may be complicated • If you hold stock in your former employer in the plan, you may have special tax or financial planning needs you should consider before rolling over your assets to a new employer's 401(k) or an IRA • You can no longer contribute to a former employer's 401(k) • The fees and expenses for your former employer's 401(k) may be higher than those for a new employer's 401(k) or an IRA • You must comply with the provisions and limitations of the plan • Limited guaranteed income options may be available

	Advantages	Disadvantages
Rollover to an IRA	• Control over your retirement assets while preserving the flexibility to roll your assets into a new employer's plan in the future • The flexibility to select from additional investment options not available in your employer's qualified plan that may fit your specific needs • The option of utilizing a Roth IRA, if appropriate[1] • Consolidation of your retirement assets into one account • Protection from creditors, generally in case of bankruptcy • Preservation of tax benefits • Tax-deferred growth • Multiple options to generate guaranteed income	• May not borrow against your assets • Fees and/or commissions may apply and may be higher than the fees and expenses in your plan • Some investments options offered in a 401(k) plan may not be offered in an IRA • Possible negative tax implications if significantly appreciated or rolling over company stock • Generally, only protected from creditors in the case of bankruptcy • Unable to delay required minimum distributions (RMDs) from traditional IRA past the age of 70 ½ if still working
Rollover to Current Employer's 401(k) or IRA	• Consolidation into one account • May be able to borrow from plan • Protection from creditors, generally in case of bankruptcy • Preservation of tax benefits • Tax-deferred growth	• Limited to plan's investment options • Possible limitations on how you move money in plan's investment choices • Fees and expenses may be higher than current plan • Rolling over company stock may have tax implications • You must comply with the provisions and limitations of the plan
Cash Distribution	• Immediate access to funds	• Early withdrawal penalties and mandatory 20% federal withholding tax and state income taxes (amount varies by state) • 10% penalty tax if younger than 59½ at time of distribution • Savings will no longer grow tax-deferred[2]

Let's discuss your options

Leveraging our best-in-class resources, we will work to understand your goals and take a look at your 401(k)s and other employer-sponsored retirement accounts and do an assessment on what is best to help you reach financial success.

Work with your financial representative to see if rolling over your 401(k) is best for you.

The Guardian Life Insurance Company of America
New York, NY

guardianlife.com

[1] Taxes would apply upon the conversion of your assets out of the qualified plan.
[2] With a tax-deferred investment, your earnings can grow tax-free until you withdraw them. This means that instead of paying taxes on returns as they grow, you pay taxes only at a later date. IRAs and deferred annuities are common tax-deferred investments.

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