



ING Time Savers

In-Service Non-Hardship Withdrawals at age 59½

What are “In-Service, Non-Hardship Withdrawals”?

In-service, non-hardship withdrawals are approved distributions an employee can take from their qualified retirement plan while they are still employed. These withdrawals can be rolled directly from a qualified retirement plan to an eligible retirement plan such as a Traditional IRA without being subject to immediate taxation.

Should Your Clients Transfer Money Out of Their 401(k)?

It may not be beneficial for your clients to remove their assets from their qualified retirement plan. A 401(k) plan may have features and expenses that are more favorable than other eligible retirement plans or annuities. In addition, they may include investment options that can help your clients meet their retirement goals.

However, a 401(k) plan may limit your clients' ability to:

- Create an asset allocation strategy specific to their needs.
- Protect their retirement accounts with guarantees.
- Use a “Stretch” strategy for their beneficiaries.
- Customize a retirement strategy specific to their individual needs.

Create Solutions to Meet Your Clients' Needs.

One of the most valuable retirement assets your clients have is what they have invested in their company's 401(k) plan. They have and are continuing to work hard to accumulate as much money as possible to help them achieve their retirement goals. It's important for you, their financial professional, to make sure your clients stay on track by:

- Reviewing their overall retirement and legacy goals and objectives.
- Determining if their 401(k) plan allows for in-service, non-hardship withdrawals.
- Providing them with options that will meet their needs.

What are your Next Steps?

- Review your current client list to locate those clients that are age 59½ and still working.
- Request a copy of those clients' 401(k) plan documents. Non-hardship In-Service withdrawal provisions are specific and unique to each company's 401(k) plan.
- Determine if your clients' 401(k) is providing them with the benefits they need to reach their retirement goals.
- Discuss how an annuity may provide guarantees to help secure your client's future income and legacy goals.

Not FDIC/NCUA Insured • Not A Deposit Of A Bank • Not Bank Guaranteed •
May Lose Value • Not Insured By Any Federal Government Agency

In-service rollovers may not be appropriate for all clients or in all circumstances.

Contracts issued by ING USA Annuity and Life Insurance Company.

Guarantees based upon the claims-paying ability of ING USA Annuity and Life Insurance Company.

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This is a summary only. Read contract for complete details. Product/features may not be available in all states and are subject to change. Withdrawals may be subject to Federal/State income tax and, if taken prior to age 59 1/2, a 10% Federal penalty tax. IRAs and other qualified plans already provide tax deferral like that provided by the annuity. For an additional cost, the annuity provides additional features and benefits, including death benefits and the ability to receive a lifetime income. If other options are available, you should not purchase a qualified annuity unless you want these additional features and benefits, taking into account their cost. Withdrawals do not participate in index earnings. Federal law requires that withdrawals be taken first from interest earnings. All distributions from qualified annuities may be taxable. State premium taxes may reduce the final value of your annuity.

For more information:

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