



Please note: Although this summary refers to a 457 Roth option and multiple RIC providers, your specific plan may not include a Roth option and options for providers may be 1 or more. See your employer's plan details at https://das.iowa.gov/RIC/PSE/plan_details.

Distribution options differ based on your employment status and 457/401a plan rules. You are not required to take payments until the [IRS required beginning date](#).

Your money stays invested and you continue to enjoy the RIC diversified investment options, 24/7 account services, low costs, and periodic competitive bidding of providers. RIC investment products have no withdrawal restrictions or penalties.



Options at Separation from Employment

Your money stays invested until you need it. No additional contributions may be made to RIC once separated from employment. A variety of payment options are available when you separate from employment, including lump sum(s), flexible periodic payments, a lifetime annuity, a rollover or any combination of these options.

Special Conditions	457		401a
	Pretax	Roth	
Possible IRS 10% early withdrawal penalty before age 59 ½			x
Required Minimum Distribution (RMD)	x		x
Qualified distribution requirement*		x	
Eligible for Service Credit Purchase	x		x

To request a distribution after separation from employment, contact your provider directly at the number shown below. Employer authorization is not required.

 800-945-6763	 833-999-4692	 800-677-2363	 800-584-6001
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Tax notice: Required minimum distributions (RMD) from RIC accounts must begin by the [IRS required beginning date](#). Failure to begin distributions on time may result in an IRS penalty on the RMD amount.

Mandatory tax withholding applies to taxable distributions; exemptions include RMDs taken on time, lifetime annuity payments or taking a series of equal payments for 10+ years. If exempt, taxes will be withheld unless elected otherwise.

In-Service Distribution Options

Distributions while employed are limited to the options shown below. You must meet qualifications to access the available assets. To request one of the following distributions, complete the necessary forms and forward to RIC for processing (email: ric@iowa.gov or fax: 515-281-5102).

Type of Distribution	Special Conditions	457		401a
		Pretax	Roth	
Unforeseeable Emergency	Strict federal guidelines apply . Complete the Unforeseeable Emergency Withdrawal Form .	x	x*	
Eligible Cash Out	Total 457 assets must be \$5,000 or less. No contributions to RIC in previous 24 months.	x	x*	
Age 70 ½	Assets available without restriction (no required distribution while working)	x	x*	x

For additional information, visit the RIC website at <https://das.iowa.gov/RIC/PSE/distributions> or call your RIC provider.

* 457 Roth earnings are tax-free if the Roth account has been held for 5+ years and the participant is age 59½+, disabled, or deceased.