



A distribution refers to the withdrawal of assets from your employer-sponsored 457/401a plans. A “distributable event” must occur to be eligible. Distribution options and rules differ depending on the distributable event, your employment status, and 457/401a plan rules. IRS required distributions must begin by age 70 ½ or retirement, whichever is later.

Options at Separation from Employment

When you leave employment, you continue to enjoy the RIC diversified fund options, 24/7 account services, low costs, and periodic competitive bidding of providers. RIC investments have no withdrawal restrictions or penalties. 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. No additional contributions may be made to RIC after you leave employment.

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



Special Conditions	457		401a
	Pretax	Roth	
Possible IRS 10% early withdrawal penalty before age 59 ½			x
Required Minimum Distribution (RMD) at age 70 ½	x	x	x
Qualified distribution requirement*		x	
Eligible for Service Credit Purchase	x		x

Horace Mann
877-602-1861

MassMutual
800-743-5274

Security Benefit
800-888-2461

TIAA-CREF
888-877-1446

VALIC
800-945-6763

Voya
800-555-1970

Tax notice: Required minimum distributions (RMD) from RIC must begin by the later of April 1 following the year you turn age 70 ½ or retire. Failure to begin distribution on time results in a 50% IRS penalty on the required amount of distribution.

A mandatory 20% federal/5% state tax withholding applies to taxable distributions unless you are age 70 ½⁺ and begin RMD on time; choose a lifetime annuity; or choose a series of equal payments for 10+ years. If exempt, a 10% federal/5% state tax 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.

Type of Distribution	Special Conditions	457		401a
		Pretax	Roth	
Unforeseeable Emergency	Strict federal guidelines apply. Once utilized, contributions must stop for 6 months.	x	x*	
Eligible Cash Out	Total 457 assets must be less than \$5,001. No contributions in previous 24 months.	x	x*	
Service Credit Purchase	A copy of your IPERS cost quote must accompany the IPERS Rollover/Transfer form.	x		
Age 70 ½	Assets available without restriction (no required distribution while working)	x	x*	x

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

* Roth qualified distributions are tax-free if a distributable event has occurred, account is held 5+ years; and participant is age 59½ or older, disabled, or deceased.