Wise choices for your old workplace savings plans

When you leave your employer, you have an important choice to make: what to do with the money in your workplace savings plan. You should consider this decision carefully.

ACTION PLAN

- Take an inventory of all your workplace savings accounts from former employers
- Consider the many advantages of keeping your workplace savings in one place
- Decide between your current plan and a rollover IRA: make the move that makes sense for you

Options available for your workplace savings

As you see, each of the four choices below offers its own set of investment, withdrawal, and tax considerations:

Distribution Options	Investment Options	Withdrawal Options	Tax Considerations
Leave your savings in the plan	If your plan permits, you may have access to all the investment options offered in your former workplace savings plan.	Timing and amounts are subject to plan rules. Distributions are taxed when withdrawn; 10% penalty may apply if younger than age 59½ or separated from service before age 55.*	Avoids current taxes. Assets have continued opportunity for tax-deferred growth.
Move your savings to a rollover IRA	Offers a broad range of investment choices (CDs, mutual funds, stocks, bonds, etc.).	Can take all or part of your assets out at any time. Distributions are taxed when withdrawn; 10% penalty generally applies if younger than age 59½. Can elect no tax withholding on distributions; if not elected, mandatory 10% withholding for federal income taxes applies.	Avoids current taxes. Assets continue to maintain tax-deferred status.
Roll over to a new workplace savings plan	Depends on the investment options offered in the new plan.	Timing and amounts are subject to plan rules. Distributions taxed when withdrawn; 10% penalty may apply if younger than age 59½ or separated from service before age 55.*	Avoids current taxes. Assets have continued opportunity for tax-deferred growth.
Take a cash distribution	There is a wide variety of taxable investment vehicles (CDs, mutual funds, stocks, bonds, etc.).	Can take all or part of your savings out at any time.	May lose a large portion (up to 45% at the federal level) of your distribution to current taxes and penalties. Any future investment gains are taxed when realized, which includes dividends and the sale of investments.

*The taxable portion of your withdrawal that is eligible for rollover into an individual retirement account (IRA) or another employer's retirement plan is subject to 20% mandatory federal income tax withholding, unless it is directly rolled over to an IRA or another employer plan. (You may owe more or less when you file your income taxes.)

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To simplify your finances and stay focused on your retirement goals, you should consider reducing the number of different workplace savings accounts you may have.

Keeping your money in one place can help you simplify your financial life and gain greater control over your savings. Consider these options:

Option	Advantages	Items to discuss
Move your assets to your current employer-sponsored plan[1]	– Consolidation of multiple accounts for ease of management. – Continued tax-deferred savings. – May offer access to plan-specific investment options and/or pricing. – Loans may be available on your value that you rolled over. – May be able to defer minimum required distributions if over age 70½ and still working.	– Breadth of current plan's investment options. – Rollover money is subject to provisions of the new plan. – Impact on company stock or loans (if appropriate). – Flexibility of distribution options.
Move your assets to a rollover IRA	– Consolidation of multiple accounts for ease of management. – Continued tax-deferred savings. – Broad range of investment choices. – Flexible distribution options for beneficiaries. – 10% early withdrawal waived on withdrawals for education and first-time home purchase.[2]	– Inability to access plan-specific investment options and/or pricing. – Impact on ability to take advantage of net unrealized appreciation (NUA) strategy with regard to company stocks. – Inability to take a loan from an IRA. – Outside of bankruptcy, creditor protection varies by state. – IRA providers may offer different investments and charge different fees.

[1]Your current employer's plan must accept rollovers.
[2]Up to the $10,000 limit on first-time home purchase.

Please keep in mind that fees may apply when closing and consolidating accounts.

Unless otherwise noted, transaction requests confirmed after the close of the market, normally 4 p.m. Eastern time, or on weekends or holidays, will receive the next available closing prices.

Be sure you understand the plan guidelines and impact of taking a loan before initiating a loan from your plan account.

Please be sure you understand the tax consequences of any withdrawal from the plan.

Keep in mind that investing involves risk. The value of your investment will fluctuate over time and you may gain or lose money.

Before investing in any mutual fund, please carefully consider the investment objectives, risks, charges and expenses. For this and other information, call or write Fidelity for a free prospectus. Read it carefully before you invest.

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HERE'S HELP

Whether you plan to roll your savings into your current workplace savings plan or roll them over to an IRA, Fidelity can provide the help and answers you need. Just call your plan's toll-free number or **800.FIDELITY.**

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