

Coronavirus-related Withdrawal

Please review this information carefully before you begin.

What's included in this kit:

- **Coronavirus-related Withdrawal Form** (Withdrawal Form).
- **Instruction guide** - This will be helpful as you fill out the Withdrawal Form.

What you need to do:

Know what's in your account - You may find it helpful to log in to your account and review your vested balance before you begin. Simply log in and click *Account* at the top of the page and then select *Balance* from the drop down menu. Review the amount under the column "Vested Balance".

Correcting mistakes - Any changes to the Withdrawal Form must be crossed-out and initialed. White-out corrections are not acceptable. If you do not initial all changes, the form may be returned for verification or we may require a new form.

If you are married, your spouse must consent to this withdrawal request, and their signature must be witnessed by a notary public.

Complete all pages of the Withdrawal Form. Make sure all nine digits of your U.S. Social Security number (SSN)/U.S. Taxpayer Identification number (TIN) are entered on the first page of the form and the last four digits are entered at the top of the other pages. Remember to keep a copy of the form for your records.

Electronically:	Log in to your account and click <i>Account</i> at the top of the page and then select <i>Overview</i> from the drop down menu. From the left navigation menu, select <i>Upload documents</i> .
Regular Mail:	Empower Retirement, PO Box 173764, Denver, CO 80217-3764
Express Mail:	Empower Retirement, 8515 E. Orchard Road, Greenwood Village, CO 80111

What you need to know:

- **A Coronavirus-related withdrawal must be processed before December 31, 2020.**

What to expect:

- **Checks will be sent to your address on file.** For security purposes, the Withdrawal Form cannot be used for address changes and checks will not be forwarded. Please log in to your account, click your name in the top right corner of the homepage and verify your home mailing address.
- **Stay updated on your withdrawal status.** Sign up for text or email updates on the Withdrawal Form. You can also check the status by logging in to your account and click *Account* at the top of the page and then select *Withdrawals* from the drop down menu.
- **Still have questions?** Call 1-800-338-4015.

Plan name: _____

Plan number: _____ Plan name and number can be found on your account online or on your statement

Coronavirus-related Withdrawal

Use this form to request a Coronavirus-related withdrawal from your account.

- Questions on this form? Call 1-800-338-4015.

Step 1: Your information

Print in block letters in black or blue ink. Do not write outside the boxes. All requested personal information is required to be completed.

First name MI Last name (Entire name must match the name on file.)

U.S. Social Security number/
U.S. Taxpayer Identification number

Date of birth
(mm/dd/yyyy)

Account extension
(if this applies)

Update me on withdrawal status (optional) by:

Text message (area code + number)

Standard text messaging rates from your mobile carrier may apply.

Email Address

Citizenship and martial status - Failure to provide the following information will result in delays.

Are you a U.S. citizen or U.S. resident alien?	Yes OR No If no, complete the following information: Country of legal residence <input type="text"/> You must submit IRS form W-8BEN with your withdrawal request. Download and print form W-8BEN at irs.gov. If the W-8BEN form is not provided or is not filled out correctly, 30% of your withdrawal will be withheld for federal taxes. Refer to the guide for important IRS Form W-8BEN requirements.
Are you married?	Yes OR No If married, your spouse's signature and consent are required.

Last 4 digits of SSN/TIN

Confirm your address

- Write in the first line of your address.
- **Exclude your city, state and ZIP code.**
- We will use this to confirm that we have your correct address on file.
- If your address is different than what we have on file, **we will not use this address to update your account and your withdrawal may be delayed.**

If you believe that we do not have your correct address or if you need to change your address, call us at 1-800-338-4015 before submitting this form.

Account address (first line only)

Step 2: Account information

Withdrawal information:	Your withdrawal will be deducted pro rata from all the available money types approved by the plan.
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Step 3: Withdrawal instructions

I certify I am an individual:

- (i) who is diagnosed with the virus SARS-CoV-2 or with coronavirus disease 2019 (COVID-19) by a test approved by the Centers for Disease Control and Prevention; or
- (ii) whose spouse or dependent (as defined in §152 of the Internal Revenue Code (IRC) of 1986) is diagnosed with such virus or disease by such a test, or;
- (iii) who experienced adverse financial consequences because of one or more of the following reasons:
 - I was quarantined.
 - I was laid off or furloughed.
 - My work hours were reduced.
 - I was unable to work due to lack of child care.
 - I had to close or reduce working hours for the business I own or operate.
 - Other factors as determined by the Secretary of the Treasury (or the Secretary's delegate).

What amount are you requesting for your Coronavirus-related withdrawal?

Amount of your request: (cannot exceed \$100,000) \$

Your withdrawal will be deducted pro rata from all the available money types approved by the plan.

Last 4 digits of SSN/TIN

Step 4: Tax withholding

The default federal withholding is 10%. If you do not make a selection below, we will withhold the default amount.

Federal tax:	<p>Withhold the default 10% amount.</p> <p>Choose a specific percentage or a dollar amount, not both (cannot total less than 10% of your withdrawal):</p> <p>Percentage <input type="text"/> % OR Dollar amount \$ <input type="text"/></p> <p>Do not withhold federal taxes on my withdrawal.</p>
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Any state tax withholding is based on your state of residence. If you elect a percentage lower than your state's rate or if you elect to not withhold state taxes but your state requires withholding, we will withhold based on your state's tax requirements.

State tax:	<p>Withhold the default amount.</p> <p>Choose a specific percentage or a dollar amount, not both:</p> <p>Percentage <input type="text"/> % OR Dollar amount \$ <input type="text"/></p> <p>Do not withhold state taxes from my withdrawal. I have attached the election form for my state, if required.</p>
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Step 5: Delivery options

If no choice is made below, your withdrawal will be sent by regular mail to your address on file.

Mail:	<p>Regular mail to my address on file. (Free) Estimated delivery is up to five business days after the withdrawal is completed.</p> <p>Express delivery to my address on file. (\$25 fee) Estimated delivery is two to three business days after the withdrawal is completed.</p>
Electronic deposit (ACH):	<p>Electronic deposit (ACH) to the bank account on file. (\$15 fee) Estimated delivery is two to three business days after the withdrawal is completed.</p> <p>Important: If you have more than one bank account on file with us, please provide the account nickname and the last four digits of the account number that you would like to use. For your protection, your ACH banking information must have been previously submitted to us and verified; otherwise, we will send the check(s) to your address on file.</p> <p>Bank account nickname <input type="text"/></p> <p>Last four digits of the bank account number <input type="text"/></p>

Last 4 digits of SSN/TIN

Step 6: Signature and consent

My consent:

I understand and agree to all pages of this form, instruction guide, and notice(s) and affirm all information is correct.

I certify:

- (i) The amount of the Coronavirus-related withdrawal I have requested when added to all previous Coronavirus-related withdrawals from all of my employer plan accounts and IRAs, does not exceed \$100,000; and
- (ii) My spouse, my dependent or I have been diagnosed based on a test approved by the Center for Disease Control (CDC); or
- (iii) I have experienced an economic loss due to such virus or disease because of one or more of the following reasons:
 - I was quarantined.
 - I was laid off or furloughed.
 - My work hours were reduced.
 - I was unable to work due to lack of child care.
 - I had to close or reduce working hours for the business I own or operate.

I understand that the entire withdrawal amount will be reported as taxable income on IRS Form 1099-R in the year distributed from the plan.

I acknowledge the following:

I request a withdrawal of my account according to my instructions on the form. Once a payment has been completed, it cannot be changed or reversed. I understand that my election(s) on this form are effective for 180 days. Under penalty of perjury, I certify that the U.S. Social Security number or U.S. Taxpayer Identification number shown in Step 1 is correct. I am a U.S. person if I marked "Yes" to the "Are you a U.S. citizen or U.S. resident alien?" question in Step 1 of this form.

Please note:

We must comply with the regulations and requirements of the Office of Foreign Assets Control, Department of the Treasury (OFAC). As a result, we cannot conduct business with persons in a blocked country or any person designated by OFAC as a specially designated national or blocked person. For more information, please access the OFAC website at: treasury.gov/about/organizational-structure/offices/Pages/Office-of-Foreign-Assets-Control.aspx.

This withdrawal request may be subject to an administrative review period prior to processing and the investments in your account will not be sold until the withdrawal is completed. The review period may take several business days. Your investments may fluctuate with market performance, so you may want to review your account with your advisor prior to making a withdrawal request. If you initiate a fund transfer during the review period, it may delay your withdrawal. If you want to make investment changes prior to withdrawal, please contact us or access your account online.

Any person who presents a false or fraudulent claim is subject to criminal and civil penalties.

My signature

Date (mm/dd/yyyy)

<input type="text"/>							
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An original, handwritten signature is required on this form.

Last 4 digits of SSN/TIN

Spouse's consent

As the participant's spouse, my consent is required if I am legally married.

Spouse to complete: I (name of spouse), _____, am the spouse of the person making this request, and I have read and understand the withdrawal request. I understand I can refuse to consent to the withdrawal request, and my consent cannot be revoked or withdrawn once given. I further understand and voluntarily consent that the withdrawal to be made will reduce any future benefit I may be entitled to. Being fully apprised of these facts, I hereby voluntarily consent to this withdrawal request.

Spouse's signature

Date (mm/dd/yyyy)

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An original, handwritten signature is required on this form.

Statement of notary for spousal consent:

The spouse's signature must be notarized by a Notary Public. The date of the spouse's signature on this form above must match the date of the Notary Public signature in this section below. Consent must be obtained no more than 180 days prior to the effective date of the original request in order to be effective.

Notary to complete:

Please have your notary complete the section below or attach a separate form/certificate, if required by your state.

Notice to notaries attaching a separate state notary form/certificate: The following items must be completed by the notary and included on the separate form/certificate (1) name of document being notarized; (2) the plan name; (3) the plan number; (4) the document date; and (5) participant name. Separate forms/certificates submitted which do not include this information will be rejected and will delay the withdrawal request.

Statement of Notary:

Notary seal must be visible.

State of _____) The consent to this request was subscribed and sworn (or
_____) affirmed) to before me on this ____ day of _____,
County/Parish/)
Borough of _____) year _____, by (name of spouse) _____
_____) _____ proved to me on the basis of satisfactory
evidence to be the person who appeared before me, who
affirmed that such consent represents his or her free and
voluntary act.

Notary Public's signature

My commission expires (mm/dd/yyyy)

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An original, handwritten signature is required on this form.

Notary Public's full name

Telephone number

Verify and send

Make sure to complete each step.

Did you provide all nine digits of your U.S. Social Security number/U.S. Taxpayer Identification number on the first page and the last four digits on the other pages, answer the citizenship questions and obtain all handwritten signatures? Omitting information will cause delays.

Send your request.

Electronically:	Log in to your account and click <i>Account</i> at the top of the page and then select <i>Overview</i> from the drop down menu. From the left navigation menu, select <i>Upload documents</i> .
Regular Mail:	Empower Retirement, PO Box 173764, Denver, CO 80217-3764
Express Mail:	Empower Retirement, 8515 E. Orchard Road, Greenwood Village, CO 80111

Contact information:

By phone 1-800-338-4015 weekdays from 6 a.m. to 8 p.m. Mountain time
 1-303-737-7249 from outside the U.S.
 TTY number 1-800-766-4952

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INSTRUCTION GUIDE

This instruction guide provides important information and tips to help you complete the Withdrawal Form. The sections of the instruction guide match the sections of the Withdrawal Form.

Please read it carefully and follow along as you complete the Withdrawal Form.

Step 1: Your information

Quick tips:

- **Include full U.S. Social Security number/U.S. Taxpayer Identification number.**
- **Confirm your address.**
- **Attach IRS Form W-8BEN, if applicable.**

U.S. Social Security number/U.S. Taxpayer Identification number

It's important that you provide your complete and correct U.S. Social Security number/U.S. Taxpayer Identification number for accurate tax reporting and verification.

Account extension

You will only have an account extension if you have multiple accounts on our platform. If you have an account extension, it can be found on your statement.

Updates on this request

We will keep you updated on the status of this withdrawal if you provide us your mobile number or your email address. By providing your mobile number and/or email address, you are consenting to receive text messages, emails, or both related to this request.

Are you a Non-Resident Alien?

If so, we will withhold taxes at a rate of 30% unless your country of residence has entered into a tax treaty with the U.S. that provides for a reduced withholding rate or an exemption from withholding. To claim this treaty rate, you must complete and attach IRS Form W-8BEN. You can download this form by accessing irs.gov, clicking *Forms & Instructions* at the top of the page, and typing "W-8BEN" in the search bar.

Use the tips below to make sure your W-8BEN form is received in good order.

- To receive the treaty rate, the country must be listed on the IRS website as having a treaty benefit.
- Your name and country of citizenship must be spelled out and the country cannot be the United States of America.
- Your address cannot be a P.O. Box.
- You must provide a valid date of birth.
- Your form must be signed and dated.
- Your foreign tax identifying number cannot match your Social Security number or individual taxpayer identification number.
- All countries listed on the form must match.

Confirm your address

For your security, **your address on the Withdrawal Form must match the address we have on file.** Address information must be on file for at least 15 days. If you need to make a change to the address we have on file, call us at 1-800-338-4015.

Step 2: Account information

Quick tips:

- **Review your vested account balances.**

Money types available for your withdrawal

Your withdrawal will be deducted pro rata from all the available money types in your account.

You may find it helpful to log in to your account and review your vested balance in these money sources before you begin. Log in and click *Account* at the top of the page and then select *Balance* from the drop down menu.

Step 3: Withdrawal instructions

Quick tips:

- **Decide how much you want to withdraw.**

By electing a Coronavirus-related withdrawal, you certify:

- (i) The amount of the Coronavirus-related withdrawal you have requested when added to all previous Coronavirus-related withdrawals from all of your employer plan accounts and IRAs, does not exceed \$100,000; and
- (ii) Your spouse, your dependent or you have been diagnosed based on a test approved by the Center for Disease Control (CDC); or
- (iii) You have experienced an economic loss due to such virus or disease because of one or more of the following reasons:
 - You were quarantined.
 - You were laid off or furloughed.
 - Your work hours were reduced.
 - You were unable to work due to lack of child care.
 - You had to close or reduce working hours for the business you own or operate.

You may re-contribute any portion or all of this Coronavirus-related withdrawal within three years of receipt.

Step 4: Tax withholding

Quick tips:

- **Default amounts will be withheld if no selection is made.**
- **Attach state withholding form, if applicable.**

The entire Coronavirus-related withdrawal amount will be reported as taxable income in the year received. Federal tax on this qualified withdrawal will be included in your gross income equally over the three-year period beginning with the year you receive the funds, unless you elect to pay the entire amount of federal taxes due in the year distributed.

How is tax withholding calculated?

Since the Coronavirus-related withdrawal is not eligible for rollover, it is not subject to the mandatory 20% federal tax withholding. The default federal withholding is 10%. If you do not make a selection on the Withdrawal Form, we will withhold the default amount. Any state tax withholding is based on your state of residence.

What if you would like to withhold more than the default amount?

If you would like to withhold more than the default withholding, enter the percentage or dollar amount you want withheld. **Do not enter both. The percentage or dollar amount entered for federal withholding cannot be less than 10% of your withdrawal.**

Special notes about state withholding, if applicable.

If you are making this withdrawal in a state that has different tax withholding laws from the state you live in, we encourage you to consult with your tax advisor before making your withholding elections.

If you would like to withhold taxes differently than your state's rate and your state allows you to, you must include a completed state income tax withholding form with your withdrawal Form. You can obtain your state's income tax withholding form on the state's website.

If the form is required for your withdrawal and you do not include it or do not complete it accurately, the withdrawal will be taxed according to applicable state regulations.

Step 5: Delivery options

Quick tips:

- **Choose your delivery option.**
- **Note any applicable fees.**
- **Checks are mailed to the address we have on file.**
- **Electronic deposits (ACH) are made to the bank account we have on file.**
- **Address and banking information must be on file for at least 15 days.**

Your payment will not be delivered until the withdrawal process is complete. This includes receiving your request in good order.

Delivery options:

- Regular mail
- Express mail
- Electronic deposit (ACH) (See *Important information about electronic delivery* below.)

All payments sent by regular or express mail will be sent to the address we have on file. This is for your security and to help prevent fraud on your account.

You may not use this form to update your mailing address. If you need to update your mailing address, call us at 1-800-338-4015 for instructions.

If an option is not selected, all transactions will be sent by regular mail.

Delivery fees

- There is a \$25 fee for express mail.
- There is a \$15 fee for electronic deposit (ACH).
- Any delivery fee is non-refundable and will be deducted from the withdrawal amount.
- Express delivery will occur Monday through Friday, with no signature required.

Important information about electronic delivery

- If requested, your funds can be delivered electronically to your bank account through the Automated Clearing House (ACH) network. By choosing electronic delivery, you are authorizing us to deposit and withdraw funds to and from your account as necessary, including any adjustments that may be needed. Also, you are authorizing your bank to receive deposits and allow withdrawals, including adjustments, in the same manner.
- Your ACH banking information must have been previously submitted to us and verified for your protection; otherwise we will send the check to your address on file.
- You authorize and direct your financial institution not to hold any overpayments on your behalf, or on behalf of your estate or any current or future joint account holder, if applicable.

Step 6: Signatures and consent

Quick tips:

- **Don't forget to sign your form!**
- **Consider the impact of market fluctuations in case your request is delayed.**

- We encourage you to consult with your tax or legal advisor as needed.
- The Withdrawal Form and instruction guide are not intended to provide tax or legal advice.
- It is your responsibility to make sure your elections on the Withdrawal Form are accurate. Your elections must meet the tax requirements of the Internal Revenue Code.
- You are responsible for any income tax and penalties assessed by the IRS and state tax authorities based on your chosen elections.
- For your protection, we may hold your withdrawal for additional security verification.
- If any section of the Withdrawal Form is incomplete or inaccurate, your request may not be processed and may require a new form or additional information before it can be processed.
- You should be aware that fund companies may charge fees on your withdrawal if you have not been invested for the required minimum amount of time. To learn more, please request and read the fund's prospectus and disclosure documents.
- Your withdrawal may be subject to other fees or loss of interest, or both, based on your investment options, your length of time in the plan and other possible considerations. To learn more, contact us for a withdrawal quote at 1-800-338-4015.

Although we make every effort to keep the information in this instruction guide current, it is subject to change without notice. Federal, state, and local tax laws may be revised, and new plan provisions may be adopted by the plan. For the most up-to-date version of this instruction guide, please call 1-800-338-4015. The TTY number is 1-800-766-4952.