

REQUEST FOR DISTRIBUTION

Note: Time sensitive material. Please complete this form carefully. Missing information may delay processing. The Request for Distribution Form Instructions and the Special Tax Notice should be reviewed prior to completing this form.

Participant Name: Print or T	ype Complete Le	gal Name – First, MI, La	ast	
Social Security #:		Date of Birth:		Date of Hire: _
Address:				
City:	State:	Country:	Zip:	Phone:
Date of Separation from A	ctive Employm	ent (if applicable):		
Do you currently have an o	outstanding loa	an balance in this p	lan Yes⊡ No[
Participant's Spouse:			Social Se	curity #:

My benefits are subject to a court order dividing benefits as a result of a dissolution of marriage. Yes No Citizenship: U.S. Citizen U.S. Resident Alien Nonresident Alien (Please refer to instructions for this choice)

SECTION 1: TRA DISTRIBUTION PROCESSING FEE Complete by PLAN ADMINISTRATOR and PARTICIPANT for ALL distributions

EMPLOYER – Verify payment responsibility (NOTE: retirement, death & disability are generally billed to the Company): The Participant will will not be responsible for paying the TRA distribution processing fee (if "will not" is checked, TRA will bill the Company). The processing fee is \$______ (*if RUSH add additional \$60 to the processing fee except for QDRO requests*).

PARTICIPANT - Select the method of payment (if applicable):

A cashier's check or money order made payable to The Retirement Advantage, Inc. is enclosed.

Deduct the processing fee from the distribution proceeds.

(Subject to investment manager policy - please check with the Plan Administrator before making this election.)

NOTE: If payment cannot be deducted from proceeds and no payment is received, TRA will bill the company.

SECTION 2: REASON FOR WITHDRAWAL Completed by PARTICIPANT/ALTERNATE PAYEE/BENEFICIARY for ALL distributions

I would like a withdrawal for the following reason (choose **ONE** of the following):

Separated from Active Employment (date of separation required above):

- Termination of Employment participant is no longer employed with the Employer for reasons other than death, disability or retirement
- Death of a Participant attach a certified copy of the death certificate and Beneficiary Designation Form to this form
- Permanent Disability attach documentation of the disability from the attending physician to this form
- **Retirement –** participant must have reached the retirement age specified in the Plan Document
- Plan Termination the Plan has been terminated

In-Service Withdrawal (to the extent allowed by the Plan Document):

- Pre-Retirement Withdrawal
- **Required Minimum Distribution** (age 70 ½ and older)

Withdrawal of Employee After-Tax Contributions (no 401(k) deferrals, Roth or employer contributions)

- Withdrawal of Rollover Contributions
- QDRO Qualified Domestic Relations Order must be an approved Qualified Domestic Relations Order

☐ Hardship Withdrawal – Hardship distributions for medical, funeral or education expenses are available to an individual who is named as a Participant's Plan beneficiary, with the Participant paying the applicable tax on the distribution.

The attached Addendum titled "Hardship Substantiation Package" must be reviewed, completed, signed and returned with this Request in order to be processed if a Hardship Withdrawal is elected.

Completed by BENE		-	or Qualified D	NFORMATION Domestic Relation Order or
Alternate Payee or				
Beneficiary Name: Print or T	ype Complete Legal Na	ame – First, MI, Last		
				Date of Birth:
Address:				
City:	State:	Country:	Zip:	Phone:
Completed by PAR		: WITHDRAWA ardship, after-tax		I nent distributions ONLY
Hardship or After-Tax With				
As a Participant in the Pla	n, I hereby apply for	a withdrawal in the	amount of \$	(specify an exact
Before taxes of 10%		the purchase of a p	orimary residence	e) (choose ONE of the following):
After taxes of 10% h				
I DO NOT want to ham any still be subject t		om my distribution (to the extent allo	wed; a portion of the distribution
	true, that the amount of	my distribution will no	t exceed the imme	provided with the application for diate financial need, and that I have ancial need.
Pre-Retirement Withdrawa	<u>:</u>			
As a Participant in the Plan				
A complete distributi			follows (choose (ONE of the following):
	 I do not have a loar I loan in my distribution 			
	ny Plan loan in my di		ntinue to make lo	pan payments
A partial distribution	in the amount of \$	(cl	hoose ONE of the	e following):
Before 20% ma	ndatory federal taxes	and any applicable	e required state ta	axes have been withheld
☐ After the 20% m	andatory federal tax	es and any applicat	ole required state	taxes have been withheld
	SE	CTION 5: VEST	ΓING	
Completed by PI				on distributions ONLY
Is participant 100% vested?	Yes No If no, o	complete the rest of	this section.	

Number of hours participant worked from original date of hire to the end of the FIRST PLAN YEAR: ____

Number of hours participant worked during LAST PLAN YEAR (first day of Plan Year through date of term): ____

Other than the first and last years of employment, did participant work LESS than 1,000 hours in any Plan Year? Yes No

If "Yes", please specify the Plan Years in which the Participant worked less than 1,000 hours:

If participant ever terminated prior and was rehired please provide those dates and hours worked in those years:

	ION 6: ADDITIONAL CONTRIBUTIONS
Choose ONE of the following:	The Participant's last contribution for payroll ending was DateDate
	additional contributions listed below for the payroll periods ending d on approximately (paperwork is held until payroll is deposited) Date
Deferral \$	Match \$
Employer \$	Loan Payment \$
Completed by PARTICIPANT/	SECTION 7: BENEFIT ELECTION ALTERNATE PAYEE/SPOUSAL BENEFICIARY for distributions or than non-spousal distributions ONLY
accordance with the Plan Document ar withholding. It is recommended that yo	The availability and compliance of the election you choose will be verified in ad IRS provisions. Please see the Special Tax Notice for information on bu contact the Plan's investment agent or representative regarding your 1(k) deferral rollovers can only be made to a Roth IRA or a qualified plan with a
 Total State Withholding Partial Withdrawal (only if allo Installments (only if allowed in Qualified Annuity Benefit – (o See the Request for Distributi (choose ONE of the following) Joint and 50% Survivor A Joint and 75% Survivor A Joint and 100% Survivor A Joint and 100% Survivor A Go the following): Before taxes are withheld Total Fed. Withholding Total State Withholding Direct Rollover - Complete rollover I am electing a direct rollover from th 	the Plan Document) only if allowed in the Plan Document) on Form Instructions for an explanation of the Qualified Annuity Benefit : Annuity Annuity irect Rollover - Complete rollover information below* , with the remainder (at least \$500) to be rolled over (choose from % (Use only for amounts greater than the 20% mandatory withholding) % (Subject to State Regulations and/or investment manager policy) information below* is Plan (distribution amount must be at least \$200) to (choose ONE of the following): a Roth option for Roth 401(k) deferral rollovers A set-up forms to TRA)
*Rollover Information: (unless otherw directly to the participant)	rise directed by the Plan's investment manager, rollover checks will be sent
Name of IRA or Qualified Plan:	
Name of Roth IRA or Qualified Plan	with Roth:
Make Check Payable To:	
Account Number:	Contact Person:
Address:	
City:	State: ZIP: Phone:
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SECTION 8: ELECTRONIC FUND TRANSFER						
Completed by PARTICIPANT Only offered for plans with Guardian (greater than \$5,000), Hartford, ING, John Hancock, Nationwide and Verisight						
Please submit a copy of a voided check for all EFT requests						
Please note that mandatory federal and state withholding applies to EFT's.						
Account # Routing #						
Exact name as it appears on bank account(Participant must be single or joint owner of account)						
(Participant must be single or joint owner of account) Bank Account Type: Checking Savings						
Bank Name:						
Address:						
City: State: Country:Zip: Phone:						
If this section is not fully completed, a check will be issued.						
SECTION 9: BENEFIT ELECTION FOR NON-SPOUSAL BENEFICIARIES						
Completed by NON-SPOUSAL BENEFICIARIES for non-spousal beneficiary distributions ONLY						
Please make a benefit election below. The availability and compliance of the election you choose will be verified in accordance with the Plan Document and IRS provisions. Please see the Special Tax Notice for information on withholding. It is recommended that you contact the Plan's investment agent or representative regarding your investment options.						
Lump Sum Payment of the Death Benefit (choose ONE of the following): Total Fed. Withholding% (Use only for amounts greater than the 20% mandatory withholding)						
Total State Withholding % (Subject to State Regulations and/or investment manager policy)						
 Paid to Me as a Lump Sum and Direct Rollover – Complete rollover information below Amount to be paid to me is \$, with the remainder (at least \$500) to be rolled over (choose ONE of the following): Before taxes are withheld After taxes are withheld Total Fed. Withholding% (Use only for amounts greater than the 20% mandatory withholding) Total State Withholding% (Subject to State Regulations and/or investment manager policy) 						
Direct Rollover to Inherited IRA – Complete rollover information below						
Rollover Information: (Rollovers into an Inherited IRA must be a direct Trustee to Trustee transfer)						
Name of Inherited IRA:						
Name of Inherited Roth IRA (for Roth money):						
Make Check Payable To:						
Account Number: Contact Person:						
Address:						
City: State: Zip: Phone:						
SECTION 10: PLAN LIFE INSURANCE ELECTION						
Completed by PARTICIPANT/ALTERNATE PAYEE/BENEFICIARY for ALL distributions						
 Not Applicable (choose ONE of the following): I do not have life insurance in the Plan This is a Qualified Domestic Relations Order distribution This is a death distribution – The face value of the policy will be distributed Participant Separated from Active Employment (choose ONE of the following): Continue policy – Continue the policy by transferring ownership of the policy from the Plan to me. I understand that future premiums will be billed to me. Surrender Policy – Surrender the policy for net cash surrender value, combine it with the remainder of my Plan assets and distribute as directed above. I understand that coverage will cease immediately. 						
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Participant Still Actively Employed (choose ONE of the following):

- Maintain Existing Policy Maintain my policy as it currently exists.
- Continue Policy with no Further Payments Stop all future premium payments for policy and place on an extended term basis. I understand that the coverage will cease when the premium payments exceed the available cash value
- Surrender Life Insurance Policy (**NOT** available for hardship distributions) Surrender the policy for any net cash surrender value, combine it with the remainder of my Plan assets and distribute as directed above. I understand that coverage will cease immediately.
- Surrender Life Insurance Policy and Combine with other Plan assets Surrender the policy for any net cash surrender value and combine with the remainder of my Plan assets. I understand that coverage will cease immediately and that if there is a net cash surrender value to my policy at the time of surrender, I will be required to deposit such amount into my Plan account.

SECTION 11: REQUIRED SIGNATURES Complete for ALL distributions

I understand that the Custodian/Recordkeeper may impose a charge to complete the distribution and/or may restrict the completion of all or a portion of this distribution, and that, at the Plan Administrator's behest, a sub-contractor may issue the distribution and related tax forms in conjunction with TRA I have read and understand the instructions for this form, including the Special Tax Notice. I understand that applicable federal tax withholding will be made and that mandatory state withholding may also apply. I have at least 30 days to consider my payment options. By returning this completed form before the end of the 30-day election period, I am waiving the remainder of the 30 days.

If, following the distribution, but no more than 180 days from the date I executed this Request for Distribution Form, the Plan Administrator determines I am eligible for an additional allocation of earnings, forfeitures or employer contributions, the Plan Administrator will treat this consent to the distribution as applicable to the subsequent allocation and will make a subsequent distribution of such amounts in accordance with this election.

I understand if 180 days has passed since I signed this election form, I will be required to submit a new election form which will restart the time limit described above.

For annuity provisions, if I affirmatively elect a benefit payment option other than the Qualified Annuity Benefit, I have the right to revoke that election until the annuity starting date, or if later, for at least seven days after I receive the Qualified Annuity Benefit Notice (as included in the Request for Distribution Form Instructions). If applicable, I hereby elect to waive the qualified joint and survivor annuity and pre-retirement survivor annuity forms of payment.

The Internal Revenue Service does not require your consent to any provision of this document other than the certifications required to avoid back up withholding.

Certification required of U.S. persons only (including U.S. citizens or U.S. resident aliens) Under penalties of perjury, I certify that:

- 1. The number shown on this form is my correct taxpayer identification number, and
- 2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
- 3. I am a U.S. citizen or other U.S. person or a U.S resident alien (as defined by the IRS instructions for Form W-9)

Certification Instructions

By checking this box you are admitting you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return.

This plan is an account held in the United States which means you are not required to provide a code indicating that you are exempt from FATCA reporting.

Participant / Beneficiary / Alternate Payee - Please Print Name

Participant / Beneficiary / Alternate Payee - Signature

Date

Plan Administrator Name –	Please Print Na	me
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Plan Administrator - Signature	(Required for ALL Distributions)	Date

If the Plan does not have annuity provisions and/or the participant is not married, please check here:

If the Plan has annuity provisions, spousal consent must be given below:

Spousal Consent I hereby consent to the foregoing election made by my spouse, to have benefits under the Plan paid in the form specified herein. I understand that in consenting to this distribution, I may be reducing or eliminating benefits that I may otherwise be legally entitled to at a later date and that this consent is irrevocable unless my spouse revokes the waiver before benefits begin.			
Spouse Signature	Date		
Witnessed by:			
L INIstan, Dublia Signatura & Saal OP L I Dian Administrator Signatura	Data		
[] Notary Public Signature & Seal OR [] Plan Administrator Signature	Date		

DID YOU REMEMBER TO...

Read the Request for Distribution Form Instructions, Special Tax Notice and Postponement of Distribution Election? Include the appropriate processing fee?

Obtain Participant/Beneficiary/Alternate Payee signature?
 Obtain Spousal consent (if needed)?

Obtain Plan Administrator signature?

Have the Plan Administrator complete Section 1, Section 5, Section 6, and Section 11?

Complete the Hardship Substantiation Package if you have elected a Hardship withdrawal?

Completed forms can be sent to TRA by fax at (800)459-5815, email at processing@tra401k.com, or mailed to 600 S. Nicolet Rd., Appleton WI 54914-8233

Hardship Substantiation Package

Introduction

You are applying for a distribution of some or all of your 401(k) benefits because you have sustained a hardship that requires a financial outlay. This package provides you with the information we need to confirm that the distribution is due to a heavy and immediate financial need, as is required by the law.

You must complete **both** this package and the Hardship Distribution Request form.

Things You Must Know About a Hardship Distribution

- 1. To obtain a hardship distribution, you must confirm that you have no other cash or liquid assets that you can use to pay for your hardship. That confirmation is part of this package.
- 2. A hardship distribution is considered to be income to you, and will be included as taxable income on your Federal (and state) income tax returns for this year. In addition, if you are younger than age 59½ when you take this distribution, a 10% tax (in addition to your income tax on the distribution) will apply. State taxes may also apply.
- 3. The amount of the distribution to you cannot exceed the amount of your heavy and immediate financial need.
- 4. You may provide proof of the expenses you have paid due to your hardship to the Plan Administrator. If you do not want to do this, you may sign the certification in this package, confirming that you have sustained these expenses. However, you agree that you will keep the proof, and will provide that proof if and when it is requested by your employer or the plan administrator. This request will normally be made only if the plan is being audited by the Internal Revenue Service.
- 5. If you are paying expenses relating to a dependent, the person must qualify as a dependent under Internal Revenue Code Section 152.
- 6. No hardship distribution can be processed without your signature on the Certification in Section I.

All applicants must complete Part I of this Package. You need only complete the other parts of this Package that apply to your hardship.

You must return the completed portion of this Package and your Hardship Distribution Request Form.

I. Participant Information and Certification

<u>All</u> applicants must complete this page.

Name of Participant:	
Did the participant experience the ha	ardship? (check one) \Box yes \Box no
If someone else has experienced the	hardship:
Insert name of the person: _	
Relationship to participant:	□ spouse
	□ dependent: □ child □ parent □ other:
	Plan primary beneficiary
Requested Distribution Amount: \$_	
]	Participant Certification
best of my knowledge, true and acculiquid assets from any other source n	, am applying for a hardship distribution from the Plan. I ury that the information provided in this package is, to the urate. I further certify that I have insufficient cash or other reasonably available to me to pay for my hardship. Finally, I that show that a hardship occurred and the expenses for

agree to keep the source documents that show that a hardship occurred and the expenses for which the hardship distribution is being taken, and to make that information available at any time, upon request, to the Plan Sponsor or the Plan Administrator.

____/ _/____ Date

Signature of Participant

II. **Purchase of Participant's Principal Residence**

Complete this section if the Participant is purchasing a place to live.	residence that will be his principal
Will this be the Participant's principal residence?	no no
Address of the residence:	
Purchase price: \$	
Name and address of the Lender:	
Date of the purchase/sale agreement:////////_	
Expected Closing Date://	
Types of costs and expenses being covered by hardship	distribution:
Down Payment:	\$
Closing Costs:	\$ \$
□ Title fees:	\$
□ Other:	
	\$
	\$
	\$ \$\$
Total	\$
Substantiation documents you mu	st retain:
 Contract for purchase, reflecting purchase prid Escrow contract, if any Closing statement reflecting above costs, fees 	

III. Payment of Uninsured Medical Expenses

Complete this Section if the Hardship Distribution will be used to pay medical expenses.

Please Note: A hardship distribution is available to cover only those medical expenses that would be deductible under Internal Revenue Code (the "Code") Section 213(d), even if you do not actually deduct them on your tax return. (You may not be able to deduct these expenses because you do not itemize your deductions or because the amount of your medical expenses is not sufficient for deduction.) If you are paying expenses of a dependent, the person must be a dependent as defined in Code Section 152.

Purpose(s) of medical care:	Diagnosis
(check all that apply)	□ Treatment (including medicines)
	□ Prevention
	□ Transportation to/from medical provider
	Long-term Care

Note: you do not need to reveal the actual condition requiring care.

Name and address of service provider (attach additional pages for multiple providers):

Type of provider:
 hospital

- doctor
- dentist
- □ chiropractor
- □ pharmacy
- Other:

Amount of uninsured medical expenses: \$_____

Substantiation documents you must retain:

□ Provider invoices, reflecting the above

- □ Insurance benefit reports, reflecting uncovered portion (if submitted to insurer)
- □ Proof of payment (e.g., credit card statements, cancelled checks, receipts)

IV. Payment of Educational Expenses

Complete this Section if the Hardship Distribution will be used to pay educational expenses of the Participant, his or her spouse, his or her dependents, or the person designated as the primary beneficiary of the Participant's benefits under the Plan.

Please Note: A hardship distribution is available to cover expenses for post-secondary (i.e., after high school) education. If you are paying expenses of a dependent, the person must be a dependent as defined in Internal Revenue Code Section 152.

Name and address of educational institution (note, this must be a post-high-school institution):

Types of costs and expenses being covered by hard	dship distribution:
D Tuition:	\$

Housing Costs:		\$		
□ Related fees:		\$		
□ Other:				
		\$		
		\$		
		\$		
Total		\$		
Period covered by the educational payments				
(not to exceed 12 months): /	/	to	/	/

Substantiation documents you must retain:

- **D** Tuition invoices, if any
- □ If no invoices, report cards or other school-issued documents reflecting classes taken
- □ Excerpts from student handbook, reflecting cost of education
- □ Proof of payment

V. Payment to Prevent the Eviction From or Foreclosure On the Participant's Principal Residence

Complete this Section if the Hardship Distribution will be used to prevent the Participant's eviction from or foreclosure on his or her principal residence.

Please Note: a hardship distribution may be obtained only to prevent imminent eviction or foreclosure. It may not be taken to make a normal rent or mortgage payment.

Is this the Participant's principal residence? \Box yes \Box no

Address of the residence:

Type of event: \Box eviction from rental property

□ foreclosure on mortgage

Name and address of party that issued the eviction or foreclosure notice:

Date of eviction/foreclosure notice: ____/___/

Due date of payment to avoid eviction/foreclosure: ____/___/

Substantiation documents you must retain:

□ Notice of eviction/foreclosure

□ If home is owned: mortgage documents

- □ If home is rented: rental or lease agreements
- □ Invoices or other proof of amount needed to prevent eviction/foreclosure
- □ Proof of payment

VI. Payment of Funeral and Burial Expenses:

Complete this Section if the Hardship Distribution will be used to pay funeral or burial expenses for the Participant's spouse or dependent or the person who is the primary beneficiary of the Participant's benefits in the Plan.

Please Note: If you are paying expenses of a dependent, the person must be a dependent as defined in Internal Revenue Code Section 152.

Name of the deceased:

Relationship to the participant:

spouseparentchild

dependentprimary Plan beneficiary

Date of death: ____/___/

Name and address of service provider(s) (cemetery, funeral home, etc.) (*attach additional pages for multiple providers, as needed*):

Substantiation documents you must retain:

D Death certificate

- □ Invoices or other proof of expenses incurred
- **D** Proof of payment

VII. Payment for Repairs in Relation to Damage to the Participant's Principal Residence

Complete this Section if the Hardship Distribution will be used to pay for repairs to the participant's residence caused by casualty losses

Please Note: A hardship distribution is available to cover only those casualty expenses that would be deductible under Internal Revenue Code Section 165, even if you do not actually deduct them on your tax return. (You may not be able to deduct these expenses because you do not itemize your deductions or because the amount of your casualty loss is not sufficient for deduction.) Furthermore, you may get a hardship distribution even if you cannot deduct these expenses because your casualty was not the result of a Federally-declared disaster.

Was the damage to the Participant's principal residence? \Box yes \Box no

Address of the residence:

Date of the casualty loss: / /

Name and address of service provider(s) for the repairs:

Briefly describe the repairs (including the **dates** on which the repairs took place):

Briefly describe the cause of the casualty:

Have the repairs been completed? \Box yes \Box no

Substantiation documents you must retain:

- **D** Documentation of the damage
- □ Insurance submissions regarding damage
- □ Invoices for repairs
- □ Proof of payment

VIII. Expenses and Losses Due to Participant's Principal Residence or Place of Employment Located in Federally-Declared Disaster Area

Complete this Section if the Hardship Distribution will be used to pay for expenses or losses you suffered due to your home or place of employment being located in a Federally declared disaster area

 Federally Declared Disaster Event:
 Date(s) :

What is located within the disaster area: Home Principal Place of Business

Types of expenses/losses:

Damage to real estate

D Damage to personal property

Lost wages

□ Rent for temporary living facilities

Other:

Briefly describe the damages or losses for which you are taking a hardship distribution:

Name and address of service provider(s) for the repairs, expenses:

Substantiation documents you must retain:

Documentation of the damages and losses

□ Insurance submissions regarding damage

□ Invoices/receipts for repairs, expenses incurred

□ Proof of payment