Vanguard

What's next for your retirement plan savings?

Let's move forward together.

When something changes with your job, life can feel uncertain. But your retirement savings are still working for you. Let us help you decide what to do with them next.

Some options allow you to keep the money invested for your future. Others let you receive all or some of your money now—but with some tax consequences. Find out which makes the most sense for you.

Keep your money invested

You can keep your money in your plan or roll it over to an IRA (at Vanguard or another company)—or to another employer's qualified retirement plan. These options let you delay paying taxes and give your money the chance to grow.

Reasons you may want to . . .

Stay in the plan

- You don't have to do anything.
- Your money stays tax-deferred until you take it out.
- The plan may offer investment options you can't get outside the plan.
- You may be able to make loan payments even after your employment ends.*
- You want to use services offered only in the plan.**

Move to an IRA

- You won't owe taxes on your rollover unless you move pre-tax money to a Roth IRA.
- Your money stays tax-deferred until you take it out.
- You may have access to investment options or services your former employer's plan doesn't offer.
- You may have more flexibility when you need to take a withdrawal.

Move to your new plan

- You could combine your retirement money in a single plan account.
- Your money stays tax-deferred until you take it out.
- You want to borrow some of the money once it moves to the new account.
- You may have access to investment options or services your former employer's plan doesn't offer.

*You must repay your loan (or set up ongoing payments) to avoid taxes or penalties.

Log in to your account at **my.vanguardplan.com and check your plan rules for available services.

Consider sticking with us

At Vanguard, we don't have any stockholders or outside owners to answer to.* The average Vanguard fund expense ratio is 80% less than the industry average.** Over time, that can mean more money stays in your account—whether you leave your money in the plan or roll it over to a Vanguard IRA®.

*Vanguard is owned by its funds, which are owned by Vanguard's fund shareholder clients.

**Vanguard's average mutual fund expense ratio is 0.08%. The industry average mutual fund expense ratio is 0.40%. All averages are asset-weighted. Industry averages exclude Vanguard.

Sources: Vanguard and Morningstar, Inc., as of December 31, 2023.

Another option is to take the money out

You can choose to take a lump-sum cash distribution. But should you?

While withdrawing money from your retirement savings to spend today can be tempting, it can also be very costly. That's because you will owe income tax on every pre-tax dollar you withdraw. And, if you are under age 59½, you may also owe a 10% federal penalty tax.

The bottom line: If you cash out, you could end up owing taxes and penalties. A distribution fee may apply when money is removed from your account. Please refer to your plan's fee disclosure for details.

Taxes: Taking money from your retirement account can affect how much you'll have to pay in taxes. You'll owe taxes on pre-tax money. You won't owe taxes on Roth earnings as long as you are age 59½ or older and it's been at least five years since your first Roth contribution. If required by law, Vanguard will withhold some taxes for you. You may need to pay a 10% federal penalty tax if you take money out early.

Let's get started!

Scan this code or visit **my.vanguardplan.com**.

While you're there, take a moment to update your email address and other personal information.

Need help?

Call **866-794-2145**.

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Whenever you invest, there's a chance you could lose the money.

Before you invest, get the details. Consider the fund's objective, risks, charges, and expenses. The fund's prospectus (or summary prospectus, if available) will tell you these important facts and more. So read it carefully. Call Vanguard at 866-794-2145 to get one. Or you can find one at vanguard.com.

Whether you keep your money where it is, move it to an IRA, or move it to another employer's plan depends on your situation and preferences. Some things to consider are available investments and services, fees and expenses, and protection from creditors. Also consider withdrawal penalties, required distributions, and the tax effects of moving company stock to an IRA. There are other factors too. Weigh the pros and cons before you make your decision.

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