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EMPLOYER RETIREMENT PLAN CHECKLIST

The following may be helpful for you to consider as you evaluate your qualified retirement benefits (such as 401(k), pension and IRA benefits).

1. How much will you receive when you retire at ages:
60: _____ 62: _____ 65: _____ 67: _____
2. How long must you participate in the retirement plan before you become vested (entitled to benefits even if you terminate employment)?
3. What are the vesting provisions?
4. Can you transfer your account balance to another employer's plan?
5. Is there a cost-of-living or other adjustment in the pension benefits after you have retired?
6. Are there disability payments in addition to or instead of pension benefits?
7. What is the exact definition of disability that would qualify you to receive benefits?
8. What, if any, benefits are paid to survivors if you die before retirement?
9. What determines survivor eligibility to collect benefits?
10. Can you make additional contributions to the plan?
11. If so, are any portions of the additional contributions tax deductible or eligible for a reduction in taxable wages?
12. How are your contributions invested, what is the investment risk and what is the anticipated rate of return?
13. What are the provisions for withdrawing any additional contributions?
14. Can you direct the investment of your account?
15. If so, what investment alternatives are available?
16. What are your spouse's and heirs' options in the event of your death relative to directing investments and electing distributions, and what are the related income tax consequences?
 - a. Does the plan allow your beneficiaries to elect to receive distributions over their life expectancies?
 - b. If a beneficiary predeceases you, is his/her share to be distributed to his/her descendants (per stirpes) or is it distributed to the other named beneficiaries (per capita)?

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