

Plan Highlights – Portability

- 401(k) balances are portable
- You don't lose your account balance if you leave
- You keep 100% of your contributions, plus or minus investment gain or loss
- You still need to use the money for retirement or pay a penalty
- If you spend the money before age 59 ½, you pay a 10% penalty, plus income tax
- You can move it to a retirement plan at a new company, or open your own Individual Retirement Account (also called an "IRA")
- No penalty to move the money as long as it stays in retirement accounts