

Adventist Retirement Plan
Distribution Limits
updated 10/30/09 draft 8

Contribution Sources:

Employer Contributions		Employee Contributions					
Basic	Match	Elective Deferral	Rollover	Transfer In	Roth	After-Tax (Incl all IDE contrib)	Chaplains
Pre-Tax	Pre-Tax	Pre-Tax	Pre-Tax	Pre-Tax OR After-tax **	After-Tax (no tax on earnings IF acct held 5 yrs, employee 59.5 yrs, deceased or disabled)	After-Tax (except earnings are taxable on distr)	Pre-Tax

Tax Basis:

Distribution Types:

In-Service

Vested

1	Pre-59 1/2 years	Unavailable	Unavailable	Hardship* (from contrib only (9.08(a))/Loan (9.10)	Hardship* (from contrib only (9.08(a))/Loan (9.10)	Hardship* (from contrib only (9.08(a))/Loan (9.10)	Hardship* (from contrib only (9.08(a))/Loan from contrib & earnings (9.10)	Hardship*/Loan from contrib & earnings (9.10); Distrib from contrib & earnings (9.07(b))	Hardship (no Loans)
2	Disabled pre-59 1/2 yrs (under LT disability see requirements 9.04)	Lump Sum/Install /Rollover (9.04)	Lump Sum/Install /Rollover (9.04)	IF totally & permanently disabled, then Lump Sum/Install/Rollover (9.04)	Lump Sum/Install /Rollover (9.04)	Lump Sum/Install /Rollover (9.04)	Lump Sum/Install/Rollover (9.04)	Lump Sum/Install /Rollover (9.04)	Lump Sum/Install /Rollover (9.04)
3	Over 59 1/2	Lump Sum/Install /Rollover (9.07(a))	Lump Sum/Install /Rollover (9.07(a))	Hardship*/Loan/Lump Sum/Install /Rollover (9.07(a))	Hardship*/Loan/Lump Sum/Install /Rollover (9.07(a))	Hardship*/Loan/Lump Sum/Install /Rollover (9.07(a))	Hardship*/Loan/Lump Sum/Install /Rollover (9.07(a))	Hardship*/Loan/Lump Sum/Install /Rollover (9.07(a))	Hardship*/Lump Sum/Install /Rollover (9.07(a))
4	Pre-Retirement Death (benefits to spouse or beneficiary per 9.03)	Lump Sum/Install /Rollover (9.03)	Lump Sum/Install /Rollover (9.03)	Lump Sum/Install /Rollover (9.03)	Lump Sum/Install /Rollover (9.03)	Lump Sum/Install /Rollover (9.03)	Lump Sum/Install /Rollover (9.03)	Lump Sum/Install /Rollover (9.03)	Lump Sum/Install /Rollover (9.03)
<u>Not Vested</u>									
5	Pre-59 1/2 years	Unavailable	Unavailable						
6	Disabled Pre 59 1/2	Unavailable	Unavailable						
7	Over 59 1/2	Unavailable	Unavailable						
8	Pre-Retire Death	Unavailable	Unavailable						

Terminated****

Vested

9	Pre-59 1/2 years	Rollover	Rollover	Lump Sum/Install /Rollover	Lump Sum/Install /Rollover	Lump Sum/Install /Rollover	Lump Sum/Install /Rollover	Lump Sum/Install /Rollover	Lump Sum/Install /Rollover
10	Over 59 1/2 years	Lump Sum/Install /Rollover	Lump Sum/Install /Rollover	Lump Sum/Install /Rollover	Lump Sum/Install /Rollover	Lump Sum/Install /Rollover	Lump Sum/Install /Rollover	Lump Sum/Install /Rollover	Lump Sum/Install /Rollover

Not Vested

11	Pre-59 1/2 years	Forfeited ***	Forfeited ***						
12	Over 59 1/2	Forfeited ***	Forfeited ***						

* Ordering distribution for hardships - (9.08(a))

(1) After-tax or IDE contribution account

(2) Salary Reduction contribution account

(3) Roth contribution account

** Tax basis of transfer-in contributions maintain incoming tax basis

*** Forfeiture occurs on last day of plan year following year of termination

****For terminated employees, there is a 45-day hold before funds may be rolled or distributed