

The most important thing to realize when leaving an employer is that you have options for the money that you have worked hard for and saved.

- 1) Leave it – Most employer plans allow you to leave the funds within the qualified plan
- 2) Roll it – Depending on the type of qualified plan, you can roll the funds over from the employer plan to an IRA.
- 3) Move it – If you've started working at a new company, they will often have their own qualified plan available that you can move your old company's funds to.
- 4) Take it – There is the option to take the account in cash, but it is not typically advisable due to the tax and potential penalty implications.

It is important to work with a fiduciary to help you evaluate your options and the pros and cons of them. A fiduciary is someone who is obligated to provide you unbiased advice and disclose any conflicts of interest in their recommendations. It can be particularly important to work with a fiduciary if you are retiring early or are generally confused about all of the information and misinformation out there.

We recommend working with an expert who has experience with a multitude of different types of qualified plans such as 401(k), 403(b), Employee Stock Ownership Plans, SEP IRAs, etc. Not all plan types are eligible for rollovers, and even if they are, they may vary in the types of plans that they can be rolled in to.

Rolling over 401(k) assets to IRA

Pros	Cons
Typically more investment choices in an IRA	Less protection from creditors
Ability to make contributions to the account even after leaving your former employer	Less access to funds prior to age 59½
Choice of investment custodian and investment advisor you work with	RMDs on funds at age 72 regardless if you are still working