

Required Minimum Distributions Overview

IMPORTANT NOTE: Use this section of the Overview for participants born before July 1, 1949, beneficiaries of deceased participants who passed away December 31, 2019 or earlier, or Beneficiaries in ALL Governmental and Taft Hartley plans.

What are Required Minimum Distributions?

Required Minimum Distributions (RMDs) are amounts that a retirement plan account holder must withdraw annually, typically starting no later than April 1st of the calendar year following the calendar year in which he or she attains age 70½, or the year in which he or she retires if later.

When must I begin to receive a RMD?

Please refer to the chart below for general information on RMD requirements. **Note:** The parameters below are the general rule and may vary depending on plan specifics. Additionally, the terminated/retired/active statuses in the below chart refer to your employment status with the employer that sponsors this plan.

What is a required beginning date?

The required beginning date (RBD) is the date by which a person is required to take his or her first RMD. Generally, a person's RBD is no later than April 1st of the year following the calendar year in which he or she reaches 70½, or the year in which he or she retires if later. Subsequent RMDs must be taken by December 31st of each year. **Note:** The option to defer RMD payments until retirement is not allowed for more than 5%* owners or if your plan does not allow the deferral option.

Type of Participant	RMD Requirements
<ul style="list-style-type: none"> I turned 70½ in the current year and, I am retired or terminated from the employer who sponsors this plan. 	<ul style="list-style-type: none"> Your first RMD is due no later than April 1 of the following year. Please note: If you defer your first RMD until April 1 of the following year, you will still be required to take your subsequent RMD by December 31.
<ul style="list-style-type: none"> I am 70½ or older and, I retired or terminated employment prior to the current calendar year and, This is not my first RMD. 	<ul style="list-style-type: none"> You are required to receive your RMD annually by December 31.
<ul style="list-style-type: none"> I am a 5%* owner and, I will be 70½ or older in the current year and, I am not retired or otherwise separated from service. 	<ul style="list-style-type: none"> If you attained age 70½ in the current calendar year then your RMD is due no later than April 1 of the following year. Please note: If you defer your first RMD until April 1 of the following year, you will still be required to take your subsequent RMD by December 31.
<ul style="list-style-type: none"> I am a 5%* owner and, I am 70½ or older and this is not my first RMD and, I am not retired or otherwise separated from service. 	<ul style="list-style-type: none"> You are required to receive your RMD annually by December 31.
<ul style="list-style-type: none"> I am an active participant who has attained age 70½ and, I am not a 5%* owner and, I have not been a 5%* owner since attaining 70½ 	<ul style="list-style-type: none"> You are required to receive a RMD distribution by April 1 following the end of the calendar year in which you retire or separate from service.
<ul style="list-style-type: none"> I am a spouse, non-spouse, trust, "qualified look through trust", or estate beneficiary of a participant who died <i>after</i> his/her RBD. 	<ul style="list-style-type: none"> In the year of Death, you are required to receive a RMD by Dec 31 of the year of the participant's death <u>only</u> if the participant did not already fulfill their RMD prior to their death. In subsequent years, you are required to receive your RMD annually by December 31.
<ul style="list-style-type: none"> I am a sole spouse beneficiary or a "qualified look through trust" with a sole spouse beneficiary, of a participant who died <i>before</i> his/her RBD. 	<ul style="list-style-type: none"> You may elect to receive a RMD by December 31 of the year of the first anniversary of the participant's death; however, you can delay the distribution until December 31 of the year the participant would have turned 70½. Note: Regardless of the option chosen, once started, RMDs must continue annually by December 31. You may instead receive a full distribution of the participant's account by December 31 of the year of the fifth anniversary of the participant's death.
<ul style="list-style-type: none"> I am a non-spouse or "qualified look-through trust" beneficiary, or a qualified look through trust with a non-spouse or multiple beneficiaries, of a participant who died <i>before</i> his/her RBD. 	<ul style="list-style-type: none"> You are required to receive a full distribution of the participant's account by December 31 of the year of the fifth anniversary of the participant's death, unless you begin taking distributions over your own life expectancy by December 31 of the year of the first anniversary of the participant's death.
<ul style="list-style-type: none"> I am an estate or trust beneficiary of a participant who died <i>before</i> his/her RBD. 	<ul style="list-style-type: none"> You are required to receive a full distribution of the participant's account by December 31 of the year of the fifth anniversary of the participant's death.
<ul style="list-style-type: none"> I am a QDRO Alternate Payee. 	<ul style="list-style-type: none"> Follow the rule for the participant's age and status above.

* A 5% owner is one who owns more than 5% of Company stock or business interest; or a spouse, child, grandparent or parent of a 5% owner. Ownership is determined as of the plan year ending in the calendar year the participant attains age 70 ½. Ownership, for the purposes of RMD requirements, will always apply when ownership is retained at or beyond age 70 ½. This is not applicable to governmental plans; 403(b) and 457(b) plans do not have 5% owners.

IMPORTANT NOTE: Use this section of the Overview for participants born after June 30, 1949 or beneficiaries of deceased participants who passed away January 1, 2020 or later that are not part of a Governmental or Taft Hartley plan. NOTE: Beneficiaries in Governmental and Taft Hartley plans should use the Overview on page 1 of this document only. Please contact the Plan to determine if this is applicable to you.

What are Required Minimum Distributions?

Required Minimum Distributions (RMDs) are amounts that a retirement plan account holder must withdraw annually, typically starting no later than April 1st of the calendar year following the calendar year in which he or she attains age 72, or the year in which he or she retires if later.

When must I begin to receive a RMD?

Please refer to the chart below for general information on RMD requirements. **Note:** The parameters below are the general rule and may vary depending on plan specifics. Additionally, the terminated/retired/active statuses in the below chart refer to your employment status with the employer that sponsors this plan.

What is a required beginning date?

The required beginning date (RBD) is the date by which a person is required to take his or her first RMD. Generally, a person's RBD is no later than April 1st of the year following the calendar year in which he or she reaches 72, or the year in which he or she retires if later. Subsequent RMDs must be taken by December 31st of each year. **Note:** The option to defer RMD payments until retirement is not allowed for more than 5%* owners or if your plan does not allow the deferral option.

What is an Eligible Designated Beneficiary?

An Eligible Designated Beneficiary is defined as a beneficiary who is (a) the Surviving Spouse (100% beneficiary), (b) a Minor Child of deceased employee, (c) disabled, (d) chronically ill, or (e) not more than 10 years younger than the deceased employee.

Type of Participant	RMD Requirements
<ul style="list-style-type: none"> I turned 72 in the current year and, I am retired or terminated from the employer who sponsors this plan. 	<ul style="list-style-type: none"> Your first RMD is due no later than April 1 of the following year. Please note: If you defer your first RMD until April 1 of the following year, you will still be required to take your subsequent RMD by December 31.
<ul style="list-style-type: none"> I am 72 or older and, I retired or terminated employment prior to the current calendar year and, This is not my first RMD. 	<ul style="list-style-type: none"> You are required to receive your RMD annually by December 31.
<ul style="list-style-type: none"> I am a 5%* owner and, I will be 72 or older in the current year and, I am not retired or otherwise separated from service. 	<ul style="list-style-type: none"> If you attained age 72 in the current calendar year then your RMD is due no later than April 1 of the following year. Please note: If you defer your first RMD until April 1 of the following year, you will still be required to take your subsequent RMD by December 31.
<ul style="list-style-type: none"> I am a 5%* owner and, I am 72 or older and this is not my first RMD and, I am not retired or otherwise separated from service. 	<ul style="list-style-type: none"> You are required to receive your RMD annually by December 31.
<ul style="list-style-type: none"> I am an active participant who has attained age 72 and, I am not a 5%* owner and, I have not been a 5%* owner since attaining 72. 	<ul style="list-style-type: none"> You are required to receive a RMD distribution by April 1 following the end of the calendar year in which you retire or separate from service.
<ul style="list-style-type: none"> I am an Eligible Designated Beneficiary (as defined above) where the participant passed away <i>after</i> his/her RBD. 	<ul style="list-style-type: none"> In the year of Death, you are required to receive a RMD by Dec 31 of the year of the participant's death <u>only if</u> the participant did not already fulfill their RMD prior to their death. In subsequent years, you are required to receive your RMD annually by December 31. If you are a minor child, you must continue to receive annual payments until you reach the age of majority**. You will then no longer need to take annual payments, but will need to receive a full distribution of your remaining balance by December 31 of the year of the tenth anniversary of the year you reach the age of majority.
<ul style="list-style-type: none"> I am a spouse beneficiary, or a qualified look-through trust with a spouse beneficiary of a participant who died <i>before</i> his/her RBD. 	<ul style="list-style-type: none"> You may elect to receive a RMD by December 31 of the year of the first anniversary of the participant's death; however, you can delay the distribution until December 31 of the year the participant would have turned 72. Note: Regardless of the option chosen, once started, RMDs must continue annually by December 31.
<ul style="list-style-type: none"> I am an Eligible Designated Beneficiary where the participant passed away <i>before</i> his/her RBD. 	<ul style="list-style-type: none"> Beginning the year after the participant's death, you are required to receive your RMD annually by December 31. If you are a minor child, you must continue to receive annual payments until you reach the age of majority**. You will then no longer need to take annual payments, but will need to receive a full distribution of your remaining balance by December 31 of the year of the tenth anniversary of the year you reach the age of majority.
<ul style="list-style-type: none"> I am not an eligible designated beneficiary (as defined above), The participant died <i>after</i> his/her RBD. 	<ul style="list-style-type: none"> In the year of Death, you are required to receive a RMD by Dec 31 of the year of the participant's death <u>only if</u> the participant did not already fulfill their RMD prior to their death. You are required to receive a full distribution of the participant's account by December 31 of the year of the tenth anniversary of the participant's death.

<ul style="list-style-type: none"> I am not an eligible designated beneficiary (as defined above), The participant died <i>before</i> his/her RBD. 	<ul style="list-style-type: none"> You are required to receive a full distribution of the participant's account by December 31 of the year of the tenth anniversary of the participant's death.
<ul style="list-style-type: none"> I am an estate or trust beneficiary of a participant who died <i>after</i> his/her RBD 	<ul style="list-style-type: none"> In the year of Death, you are required to receive a RMD by Dec 31 of the year of the participant's death <u>only</u> if the participant did not already fulfill their RMD prior to their death. You are required to receive a full distribution of the participant's account by December 31 of the year of the fifth anniversary of the participant's death.
<ul style="list-style-type: none"> I am an estate or trust beneficiary of a participant who died <i>before</i> his/her RBD 	<ul style="list-style-type: none"> You are required to receive a full distribution of the participant's account by December 31 of the year of the fifth anniversary of the participant's death.
<ul style="list-style-type: none"> I am a QDRO Alternate Payee. 	<ul style="list-style-type: none"> Follow the rule for the participant's age and status above.

* A 5% owner is one who owns more than 5% of Company stock or business interest; or a spouse, child, grandparent or parent of a 5% owner. Ownership is determined as of the plan year ending in the calendar year the participant attains age 72. Ownership, for the purposes of RMD requirements, will always apply when ownership is retained at or beyond age 72. This is not applicable to governmental plans; 403(b) and 457(b) plans do not have 5% owners.

** Based on current IRS guidance, the "age of majority" is 18 years of age.

For all participants and beneficiaries:

What if I do not meet the RMD rules?

Failure to meet the RMD requirements may result in a 50% federal excise tax payable to the IRS by you. This tax is applied to the amount by which the RMD exceeds the amount you actually received (if any). To report and pay the federal excise tax due or to request a waiver of the tax, you will need to file an IRS Form 5329. File this form with your IRS Form 1040.

How is the RMD calculated?

Your RMD amount is determined by applying a distribution period set by the IRS to your account balance at the end of the previous year. Refer to IRS Publication 590 for calculation tables and methods, which is available on the IRS website at www.irs.gov.

How will a withdrawal during the year affect my RMD?

Any taxable cash payment(s) withdrawn from your plan during the year will be applied to your RMD payment. For instance, if your current year RMD payment is supposed to be \$5,000, and you take \$2,000 in cash payment withdrawals during the year, you will be required to take an additional \$3,000. **Note:** If your plan transitioned to MassMutual in the current year, distributions processed by the prior recordkeeper will not be considered when your RMD is calculated.

What if I have multiple accounts?

If you have multiple retirement accounts (including custodial accounts), your RMD should be determined separately for each account. MassMutual will only calculate the RMD amount based on your balance in the retirement account that is invested with MassMutual.

What are my tax considerations?

- 10% tax withholding will be applied to your RMD (unless you elect no, or additional, withholding on this amount).
- If federal tax is withheld, your state may also require state tax be withheld.
- Withholding is for pre-payment of federal (or state) income tax. You may be subject to additional federal and/or state taxes.
- Your RMD cannot be rolled over.
- If your address is outside of the United States, a Citizenship Statement and W8-BEN (if applicable) are required to be submitted with your RMD Election Form. If these forms are not received, MassMutual will withhold 30% towards taxes from your payment.

"Calendar Year" on the Required Minimum Distribution (RMD) Election Form refers to the year this RMD is attributable to:

- If this is your initial RMD because your first RMD was due in the prior year but you decided to defer the RMD distribution to April 1, of the current year, the applicable "Calendar Year" is the prior year.
- If this withdrawal is one that you are required to take this year other than the above special situation for initial RMD recipients, the applicable "Calendar Year" is the current year.
- Note:** Those participants, who deferred their initial RMD, will also be required to take a second RMD during the current year that is attributable to the current "Calendar Year". A separate election form will be required for this RMD. Since both the initial and second RMD are actually paid to you during the current year, you will be taxed on both RMD's for the current tax year.

Your retirement planning decisions are based on your personal situation - MassMutual encourages you to consult with your investment or tax advisor to assess your actual RMD requirements.

The information contained in this overview is not intended or written as specific legal or tax advice and may not be relied on for purposes of avoiding any federal tax penalties. Neither MassMutual nor any of its employees or representatives is authorized to give legal or tax advice. You must rely on the advice of your own independent tax counsel.

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REQUIRED MINIMUM DISTRIBUTION (RMD) ELECTION FORM

Account Number	Sponsor Name
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PARTICIPANT INFORMATION (Please print)

Name (First, Middle, Last)		Social Security No.
Street Address		
City	State	Zip Code
Legal State of Residence _____		
If the Legal State of Residence is not provided, MassMutual will use the state provided in the Mailing Address for state tax purposes.		
Phone Number	E-mail Address	

Marital Status: Not Married or Legally Separated Married - Spouse's Birth Date _____

If marital status is left blank or married is chosen and spouse's birth date is not provided, your RMD will be calculated using the factor from the Uniform Lifetime Table.

Interested in receiving text message updates on your request?
 If so, then check the box below to begin the process to subscribe to the "MMDIST" automated text messaging service, and provide us with your mobile phone number. You will receive an initial text message from MassMutual, respond YES to "opt-in" and receive recurring SMS alerts from our automated text messaging service for this transaction. Standard message and data rates may apply. You may cancel this optional subscription at any time. Review our Terms of Use at <https://www.massmutual.com/tc> , and our Privacy Policy at <https://www.massmutual.com/privacy-policy> .

Send me text message updates on my request. Mobile #: - -

REQUIRED MINIMUM DISTRIBUTION (RMD) ELECTION

RMD Tax Year: _____

Annual RMD Auto-Pay - By completing and submitting this form you agree to have your Required Minimum Distribution (RMD) paid to you for the current year as well as all future years. We will process the current year RMD when this form is received in good order using the elections made in the below sections of the form. For all future years, the RMD will be calculated based on the information maintained in our records and processed during December of each year (no later than 12/31) using the elections you have made in the below sections. You may not receive any future mailing in regards to your annual RMD obligation. In order to make any changes to this election, you will need to contact MassMutual at 1-800-743-5274.

- Do not enroll me in the Annual RMD Auto-Pay described above. If I check this box, I understand only the current year's RMD will be processed per this form, and I will be required to submit a new election for any future year RMD.

If this is your first RMD, you may defer receipt to April 1 of the following calendar year in which you reach age 72 (or age 70½ if born prior to 7/1/1949). To defer receipt of your initial RMD, you must return this form between January 1 and March 1 of the following calendar year.

Note: If you choose to defer your RMD until the following calendar year, and MassMutual receives your form in the current tax year, we will process it upon receipt in the current calendar year.

FEDERAL INCOME TAX WITHHOLDING (Participant completes)

Contact your tax advisor, the IRS and/or your state's tax department if you have questions concerning tax withholding.

Distributions of pre-tax contributions plus earnings on all contributions (except earnings with respect to qualified distributions from a Roth account if applicable) are subject to federal income tax. However, because RMDs are not eligible to be rolled over, you may choose not to have federal income tax withheld from this distribution. If no election is made, MassMutual will withhold federal income tax at the 10% withholding rate applicable to non-periodic payments. I elect:

- No Federal Income Tax Withholding
- Voluntary Withholding at 10%
- Voluntary Withholding at 10% plus an additional amount of \$ _____

STATE INCOME TAX WITHHOLDING

Skip this Section if you reside in a state with no income tax or withholding requirement on retirement income.

The taxable portion of your payment may be subject to state income tax withholding requirements. While MassMutual will withhold based on your state's income tax rules and your election, if applicable, you are responsible for ensuring you satisfy your individual state income tax liability. If you make an election that is not compliant with your state's income tax withholding rules, then MassMutual will default to your state's income tax withholding requirements.

State Income Tax Withholding rules are subject to change at any time. For current state specific tax information pertaining to your resident state, you should contact your tax advisor or your state income tax department. Also note, state tax rules may apply differently depending on your type of distribution (i.e., lump sum, periodic, non-periodic, etc.). In addition, some states allow for an exclusion from income distributions from certain retirement plans - to confirm whether you may qualify to exclude all or a portion of your distribution from income for state taxation purposes, you should consult your plan sponsors or state income tax department.

If your state's income taxes are determined based on wage tables, MassMutual is unable to calculate a net amount, you will need to ensure that you have grossed up accordingly. There may be a delay if you request a net amount.

If you do not see your state listed below, it is a result of your state not permitting state income tax withholding.

Any tax information included in this written or electronic communication was not intended or written to be used, and it cannot be used by the taxpayer, for purpose of avoiding any penalties that may be imposed on the taxpayer by any governmental taxing authority or agency.

Your state income tax withholding options are:

AR, DE, KS, MD, MA, NC, NE, VT, VA	<p>These states require mandatory state income tax withholding on taxable distributions. MassMutual is required to withhold state income taxes based on state law. You may not elect out of state income tax withholding.</p> <p>Given that this withdrawal request is not eligible to be rolled over, if you choose to opt out of federal income tax withholding, MassMutual will automatically opt you out of state income tax withholding unless you indicate below to withdraw taxes. If you did not opt out of federal income tax withholding, then MassMutual will withhold based on state law.</p> <p><input type="checkbox"/> I elect to withhold an amount of \$ _____ (whole dollar amount) or _____ %</p>
CA, DC, IA, ME, OK, OR	<p>These states require mandatory state income tax withholding. MassMutual is required to withhold state income taxes based on state law unless you elect out of withholding: <input type="checkbox"/> I elect no state income tax withholding.</p> <p>Note: The District of Columbia only requires mandatory withholding on a "lump sum" distribution that brings your account balance to zero. If you are requesting a "lump sum" distribution, then you may not opt out of withholding.</p>
AL, AZ, CO, ID, IL, IN, KY, LA, MS, MO, MT, NJ, NM, NY, ND, OH, PA, RI, UT, WV, WI	<p>These states permit voluntary state income tax withholding. You may voluntarily elect state income tax withholding by providing a dollar amount or percentage below. If no election is made for these voluntary states identified, then MassMutual will not apply any withholding.</p> <p><input type="checkbox"/> I voluntarily elect to withhold an amount of \$ _____ (whole dollar amount) or _____ %.</p> <p>Note: AZ and IL only permit voluntary state income tax withholding <u>on periodic payments</u>. If a tax election is requested on periodic payments and no amount or % is provided, MassMutual will default based on state rules. Lump sum distributions do not allow for state income tax withholding. If a tax election is requested on a lump sum distribution, MassMutual will not apply any withholding.</p> <p>If the additional amount is requested for periodic payments, please complete section below.</p>
GA, MN, SC	<p>These states permit voluntary state income tax withholding. You may voluntarily elect state income tax withholding by selecting the box below. If no election is made for these voluntary states identified, then MassMutual will not apply any withholding. Please note only Gross Distribution requests are permitted when applying state income tax withholding.</p> <p><input type="checkbox"/> Withhold based on my state's tax table formula, if applicable (MassMutual will apply the default tax allowance.)</p>
CT, MI	<p>These states require mandatory state income tax withholding. MassMutual is required to withhold state income taxes based on state law unless you provide an alternate dollar amount or percentage withholding instruction below, along with completing your state specific W-4P withholding certificate and submitting it with this form. If a W-4P is not provided, MassMutual will default to your state's mandatory max withholding amount. Note: CT residents, W-4P is only allowed for partial distributions.</p> <p><input type="checkbox"/> I elect to withhold an amount of \$ _____ (whole dollar amount) or _____ %</p>
Additional State Income Tax Withholding	<p>I elect to have an additional _____ % or \$ _____ (whole dollar amount) if state income tax withheld from my payments. This amount will be in ADDITION to any withholding selected above.</p>

METHOD OF PAYMENT

Direct deposit to a bank account of which I am an authorized account holder - Deposited within 3 business days from date of processing

To elect Direct Deposit, you must select either Checking or Savings and you must provide a voided check or a bank specification sheet from your bank for validation.

To help protect our customers' assets, MassMutual may independently validate bank and customer account information before processing Direct Deposit/EFT. If we are unable to independently validate the bank and customer account information or sufficient documentation to support the Direct Deposit/EFT is not provided, we will mail a check to the address of record. It should be noted that we are not always able to independently validate credit unions or smaller banks. If the account cannot be validated, a check will be mailed even if a voided check or financial instrument is submitted with distribution request.

Checking Savings

Bank Name _____

Bank ABA/Routing (9 digits) _____

Bank Account No. _____

Please note that we can only send funds via direct deposit to banks with a valid U.S. routing number.

I understand that if I do not fully complete this section or the bank account information I have provided is invalid, a check will be mailed. I understand that a reprocessing fee may be charged to my account if the direct deposit is declined by my financial institution. I also authorize MassMutual to initiate a debit to my account for any overpayment or payments made in error.

Send RMD by check.

SIGNATURE

I understand that I am responsible for ensuring that the amount MassMutual calculates and distributes fulfills my annual RMD requirement from the Plan. I further understand there may be a processing fee deducted from my account for each distribution processed and, if all required items are not completed on this form, payment will be delayed and that significant tax penalties may apply if the delay causes the payment to be made in the following calendar year. If electing direct deposit, by signing below I certify that I am an account holder on the bank account listed above.

Important Note for Applicants with a Non-U.S. or Non-U.S. Territory residence address:

Please check this box if you are not a resident of the United States or a United States Territory.

If the current address is not an address within the U.S. or one of its territories, the Participant or QDRO Alternate Payee receiving the distribution is required to fill out and return a *Citizenship Statement* form with the distribution request. Failure to provide a *Citizenship Statement* will result in U.S. Federal taxes being withheld at a rate of 30% for recipients with a non-U.S. residence address. Please ask your Plan Sponsor for a *Citizenship Statement* form or call MassMutual's Customer Service Center for a copy.

Participant

Date

RS-32230-07

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