



Exceptions to Early Withdrawal Penalty

All Plans	Qualified Plans and 403(b) Plans Only	IRAs Only
1) Age 59 1/2 2) Death 3) Disability 4) Medical Exp > 10%/7.5% AGI	1) Substantially Equal Periodic Payments After Separation From Service 2) Separation from Service After Attaining Age 55 3) Qualified Domestic Relations Order	1) Substantially Equal Periodic Payments - No Separation Required 2) Higher Education Costs 3) First-time Homebuyer Expenses Up to \$10,000 4) Health Insurance Premiums for Unemployed

Minimum Distributions During Life

Distributions must generally begin by **April 1** of calendar year after participant attains age **70½**.

If employed after age 70 1/2, may defer start date until April 1st following the year of retirement.

-Must own less than 5% of employer.

-Applies to employer's qualified plan/403(b), not IRAs or other plans.

$$\text{RMD} = \frac{\text{Plan Balance (beginning of year)}}{\text{Applicable divisor (based on participant's age at end of year)}}$$

Divisor is always based on standard IRS table, unless spouse is beneficiary and is more than 10 years younger than participant.

Minimum Distributions After Death

Beneficiary	Death Before Required Beginning Date	Death After Required Beginning Date
None	5 Year Rule	Remaining distribution period of decedent, reduced by 1 each yr
Non-spouse	Beneficiary's Life Expectancy	Beneficiary's Life Expectancy
Spouse	(1) Survivor's life after decedent would have been 70 1/2 or (2) Rollover	(1) Survivor's life or (2) Rollover