

Availability of Funds

RSA-1 funds cannot be assigned or alienated.

Conditions for Withdrawal

RSA-1 is not a savings account from which you make periodic withdrawals. Rather, it is a retirement account that is available only after you have either retired or otherwise terminated employment.

You may not withdraw your account unless you meet one of the following conditions:

- ◆ Separation from service through retirement or termination from employment
- ◆ Attainment of age 70½
- ◆ Unforeseeable Emergency (contact RSA-1)
- ◆ Cash-out provision for small account balances (contact RSA-1)

Current IRS regulations require that distributions begin no later than April 1 of the calendar year following the calendar year in which the employee attains age 70½ or retires, whichever is later.

Unforeseeable Emergency

An unforeseeable emergency is defined as follows:

- ◆ You and/or your dependent are faced with a severe hardship resulting from a sudden and unexpected illness or accident.
- ◆ You are faced with a severe hardship resulting from loss of property due to flood, fire, or windstorm.
- ◆ Other similar and extraordinary circumstances arising as a result of events beyond your control.

In case of withdrawals due to unforeseeable emergencies, payment may not be made if:

- ◆ The loss was protected by insurance.
- ◆ The loss can be satisfied by liquidation of the participant's assets to the extent the liquidation of such assets would not in itself cause severe financial hardship.
- ◆ The loss can be satisfied by stopping payroll deductions to this plan.

In the event of emergency withdrawals described above, payments from your account can only be made to the extent reasonably necessary to satisfy the emergency.

Situations that **may** qualify as an unforeseeable emergency:

- ◆ Imminent foreclosure or eviction from one's primary residence
- ◆ Unreimbursed necessary medical expenses (excluding cosmetic procedures)

- ◆ Funeral expenses of a spouse, dependent, or beneficiary

Hardships that do not fall into the unforeseeable category described above do not qualify for withdrawal. Withdrawals will not be allowed for buying a home, college expenses, or other similar purposes.

After a distribution for an unforeseeable emergency, a participant must stop deferrals for a six month period.

If you think you qualify, complete the [FINANCIAL HARDSHIP DISTRIBUTION REQUEST](#) form or contact Member Services to request the form.

Cash-Out Provision

The Internal Revenue Service allows a cash-out provision if **ALL** the following conditions are met:

1. The account balance is \$5,000 or less.
2. There have been no deferrals into the account for 24 months prior to the cash-out distribution.
3. There have been no prior distributions other than hardship distributions