



If you've recently had a child or completed an eligible adoption, you may be eligible for a penalty-free distribution.

If you've recently had a child or completed an eligible adoption*, you may be eligible to withdraw up to \$5,000 from your retirement account(s) as a Qualified Birth or Adoption Distribution. A Qualified Birth or Adoption Distribution must be paid during the one-year period following the date on which your child is born or on which the legal adoption of an eligible adoptee is finalized.

The maximum amount which may be treated as a Qualified Birth or Adoption Distribution with respect to a child or eligible adoptee is \$5,000. For purposes of the \$5,000 limit, all Qualified Birth or Adoption Distributions from all plans and IRA's in which you participate are aggregated. Each parent is entitled to receive up to a \$5,000 distribution for the same child.

This distribution is not subject to the 10% early distribution penalty that typically applies to distributions prior to age 59½; however, you'll generally have to pay income taxes when you take out the money. You may also re-contribute the funds over time by making a rollover contribution of all or part of the withdrawal amount into an Individual Retirement Account (IRA) or the retirement plan from which it was distributed (provided you are eligible to make a rollover contribution). But you don't have to, it's your choice.

Taking money out of your retirement account is a big decision, but sometimes it can make sense depending on your individual situation. Please consult your tax advisor or financial planner prior to taking any early distributions.

Schwab Retirement Plan Services is here to help.

If your current financial situation warrants you accessing the money in your retirement plan account, learn more about the provisions that may be available to you by logging in to workplace.schwab.com or call Schwab Retirement Plan Services at 1-800-724-7526. Representatives are available Monday through Friday, from 7 a.m. to 11 p.m. ET.

Para más información en español, llame a Servicios al Participante al 1-877-905-2553, de lunes a viernes, de 7 a.m. a 11 p.m., hora del este.

If you need help with budgeting or have other personal finance concerns, log in to your account at workplace.schwab.com and access **the Learning Center**. There you'll find tools and calculators, including a Monthly Budget Planner, as well as helpful articles, videos, and webcasts.

* You must maintain any documentation (i.e. birth certificate(s); adoption documents; etc.) necessary to substantiate the birth or adoption and make it available at any time, upon request, to your employer or administrator. An eligible adoptee is an individual (other than your spouse's children) who is either under the age of 18 or is physically or mentally incapable of self-support.

Schwab Retirement Plan Services, Inc. provides recordkeeping and related services with respect to retirement plans and has provided this communication to you as part of the recordkeeping services it provides to the Plan.