

The following table compares and contrasts features of keeping assets in your qualified retirement plan or rolling over into an IRA. The considerations below are not exhaustive and are merely examples of factors that may apply to your situation. There may be additional factors not listed here that may play a meaningful part in your decision. Concourse Financial Group Securities, as well as its registered representatives, do not provide tax advice, and this table should not be construed as such. Please make sure to speak with your tax professional concerning these tax consequences.

	Qualified Retirement Plan (i.e., 401(k), 403(b)(7) or Pension Plan)	IRA
Investment Options	Number and type of investments may be restricted by the plan. If mutual funds, less expensive institutional share classes may be used.	Usually broader array of investment products available.
Buying Power	More “buying power” due to economies of scale; the plan is able to invest in institutional-class funds, which generally feature lower fees.	Less “buying power” due to the fact that the IRA stands alone and is not pooled with other assets.
Fees & Expenses	In addition to fees/commissions on the investments themselves, fees typically include recordkeeping, compliance, trustee fees, in addition to other service fees, such as access to a customer service representative; some fees may be paid by employer/plan sponsor.	In addition to fees/commissions on the investments themselves, fees typically include administrative, account setup, and custodial fees—fees are based on the investments chosen.
Services	General service could include access to investment advice, planning tools, customer service lines, and educational meetings.	General service could include investment advice, distribution planning, other brokerage services, and online trade execution.
Penalty-Free Withdrawals	An employee may be able to take penalty-free withdrawals from a plan upon leaving a job between the ages of 55 and 59½.	Generally, penalty-free withdrawals may not be made from an IRA until age 59½.
Protection from Creditors & Legal Judgments	Plan assets are generally subject to unlimited protection from creditors under federal law.	Generally, IRA assets are only protected in the event of a bankruptcy; however, state laws vary with respect to how IRA assets are protected in the event of a lawsuit.
Required Minimum Distributions	If an employee is still working at age 70½, he or she is generally not forced to make required minimum distributions from his or her plan.	Required minimum distributions must be taken at age 70½, regardless of circumstance.
Employer Stock	If held in a plan, employer stock appreciation will be taxed as long-term capital gains upon distribution (Consult your CPA).	Transferring employee stock into an IRA could result in adverse tax consequences, as stock appreciation will be taxed as ordinary income upon distribution (Consult your CPA).
Consolidation	May roll other eligible retirement assets into plan if allowed by plan	Available
Beneficiary Flexibility	Limitations may exist for non-spouse beneficiaries.	Typically allow naming of any person, group, or entity subject to custodian or trustee review and plan document rules.
Contributions	Not permissible if no longer employed by employer.	Subject to IRA rules, including age and earned income requirements.
ROTH Conversion	Plan may allow for ROTH contributions and also in-plan conversions.	Pay tax on conversion, then ROTH IRA distributions are tax free (certain restrictions apply).
Distribution Withholding Instructions	Automatic cash-out provisions may apply for small balances; distributions taken in cash are generally subject to mandatory 20% federal withholding.	No automatic cash-out rules; federal withholding on distributions is optional.