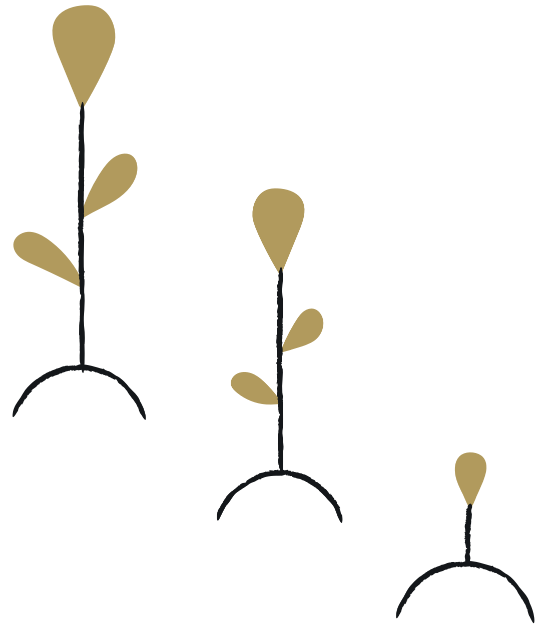

Looking to gain greater control of your retirement savings?

Consider rolling them into a Thrivent IRA

There are several situations where a rollover may make sense for you. For example:

- Do you need to decide what to do with your employer-sponsored retirement plan assets due to a change in your job situation?
- Or do you plan to retire soon and aren't sure if you should leave your retirement plan assets with your employer or move them elsewhere?
- Maybe you have multiple IRAs or retirement plan assets from former employers scattered across different accounts and you're finding it challenging to keep track of them.

If you can relate to any of these situations, now may be the time to consider taking control of your retirement assets by rolling them into a Thrivent IRA.

Two ways to roll over assets

1 **A direct rollover or transfer.** This option moves your assets from wherever they're held directly into an IRA with Thrivent.

2 **An indirect rollover.** With this option, plan assets are first distributed to you; then you write a check to the receiving organization (in this case, Thrivent).[1]

[1]A 60-day rollover period applies, and rollovers from one IRA to another IRA are limited to one per 12-month period. Mandatory 20% tax withholding for distributions from employer qualified plans applies.

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Reasons to consider rolling over to a Thrivent IRA

Tax considerations. Both employer-sponsored accounts and rollovers offer tax deferral. And when you roll to an IRA, you pay no income or penalty tax. But if there's employer stock in your employer retirement plan, an IRA may not be the best option for the employer stock. This is because there may be additional tax advantages of taking a distribution of the employer stock. We recommend consulting with a tax professional.

Diversification and control.[2] The investment options available within employer plans are generally determined by the employer and could be limited. With a Thrivent IRA, you can choose how you want your assets invested to best fit your financial goals. Plus, as long as you still have earned income, you can continue making contributions to your IRA.

Flexibility. IRA distributions that are used for certain nonretirement purposes, like purchasing a first-time home[3] or qualified education expenses, are exempt from the 10% federal penalty tax that typically applies to distributions taken prior to age 59½. What's more, the SECURE Act of 2019 added a penalty exception for distributions related to the birth or adoption of a child.[4]

Keep in mind that employer retirement plans may have loan provisions that aren't taxable or subject to the 10% federal penalty tax as long as loan requirements are met. And distributions taken if you leave your job at age 55 or older are also exempt from the 10% federal tax penalty, but would still be subject to a mandatory 20% tax withholding. Be sure to consult your tax professional about other advantages that may be available with your employer retirement plan.

Know when you can roll

You can roll assets from an employer-sponsored retirement plan to a Thrivent IRA if you experience one of the following events (as permitted by the plan document):

- Termination of service.
- Retirement.
- Reaching age 59½.
- Disability.
- Plan termination.
- Death.
- You receive proceeds from your former spouse's retirement plan due to divorce.

None of these events are required to roll assets from one IRA to another.

Know what you can roll

You can consolidate assets from almost any type of retirement plan, including:[5]

- Traditional IRAs.
- Roth IRAs.
- 401(k)s.
- 403(b)s.
- Roth 401(k)s.
- Roth 403(b)s.
- SIMPLE IRAs.
- SEP IRAs.

[2]While diversification can help reduce market risk, it does not eliminate it.

[3]No penalty on up to $10,000 of distributions you receive to buy or build a first home. You qualify for a first-time home purchase if you and your spouse have not owned a home in the previous two years.

[4]Distribution of up to $5,000 taken within one year of the birth or adoption of a child is exempt from the penalty.

[5]Roth IRAs, Roth 401(k)s and Roth 403(b)s can only be rolled into a Roth IRA. During the first two years of participation, a SIMPLE IRA can only be rolled into another SIMPLE IRA.

Understand your options

Gaining greater control of your retirement assets can give you the clarity you need to achieve your goals. That's why it's critical to understand your options before making a decision.

When you qualify for a distribution from your employer's retirement plan or choose to withdraw your IRA dollars, you can do so in a number of ways. The chart below can help you compare your options. Your Thrivent financial advisor will work with you to ensure you're making the best choice for your personal situation.

Option	Pros	Cons
Take a cash distribution	• You'll have immediate access to your money.	• If you take a lump-sum cash payout, the entire amount will be taxed as ordinary income for the year of distribution. In addition, your employer retirement plan provider is required to withhold 20% of your distribution for taxes, although your actual tax rate may be higher or lower. This rule does not apply to distributions from IRAs. • If you are under age 59½, you will pay a 10% early withdrawal penalty (if no other exception is applicable).[6]
Leave assets in your current employer-sponsored plan	• Your account will continue to benefit from tax deferral. • You may be able to invest in options unique to your plan. • There is no administrative work. • There may be a possibility for loans. • Fees and expenses may be lower. • Plan assets may have unlimited protection from creditors under federal law. • Distributions are penalty-free if you're at least age 55 when you leave your employer.	• You may have different or limited investment options. • Your ability to reallocate or transfer assets to different funds may be restricted. • Your employer may change or eliminate investment options without your approval.
Move your assets to new employer-sponsored plan	• Your assets will continue to benefit from tax deferral. • Your new plan may have unique investment options. • You may be able to consolidate all your retirement funds. • There may be a possibility for loans. • Plan assets may have unlimited protection from creditors under federal law. • No required minimum distributions (RMD) from current employer's plan if you are still working at age 73.[7]	• You may have different or limited investment options. • Your ability to reallocate or transfer to different funds may be restricted. • Your employer may change or eliminate investment options without your approval. • Any employer securities from your prior plan may not be transferable to the new plan.
Roll over your assets to an IRA	• Tax-deferred compounding will continue. • You'll have a broad range of investment choices. • You pay no taxes or penalties with a direct rollover. • You'll have simplified account management, record keeping and tax reporting. • You get access to professional guidance.	• There is no possibility for loans if the funds are in an IRA, unlike if they were in an employer retirement plan. • If you take a distribution and are under age 59½, you will pay a 10% early withdrawal penalty (if no other exception is applicable). • Contribution limits to an IRA are less than what are available in the employer's plan. • IRA assets are protected from creditors in bankruptcy proceedings only.

[6] If you terminate service with your employer in the same calendar year you reach age 55 or later, the 10% early withdrawal penalty does not apply to a cash distribution.

[7] Plan must allow for delayed distributions and only applies to nonowner employees. Individuals who own 5% or more of the business must take RMDs starting at age 73. The delayed distribution does not apply to SEP and SIMPLE employer plans.

About Thrivent

Driven by a higher purpose at our core, Thrivent provides financial advice, investments, insurance, banking and generosity programs to help people make the most of all they've been given.

At our heart, Thrivent is a membership-owned fraternal organization as well as a holistic financial services provider that's dedicated to serving the unique needs of our over 2 million clients. We focus on their goals and priorities, guiding them toward financial choices that will help them live the life they want today—and tomorrow.

$162 billion assets under management/ advisement*

Rated by:
AM Best, Moody's Investors Service and S&P Global Ratings[1]

Serving 2.3 million clients

ETHISPHERE® WORLD'S MOST ETHICAL COMPANIES® 2012 - 2023

*As of Dec. 31, 2022.

[1]Ratings are based on Thrivent's financial strength and claims-paying ability. Does not apply to investment product performance. For information on each rating, visit the individual rating agency's website.

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Let's get you where you want to go—today

Your Thrivent financial advisor can help you develop a complete picture of your retirement asset situation, explore your options and make the most informed decision to help ensure a secure financial future.

There may be benefits to leaving your account in your employer plan, if allowed. You will continue to benefit from tax deferral, there may be investment options unique to your plan, fees and expenses may be lower, plan assets have unlimited protection from creditors under Federal law, there is a possibility for loans, and distributions are penalty-free if you terminate service at age 55 and older. Consult your tax professional prior to requesting a rollover from your employer plan.

Thrivent and its financial advisors and professionals do not provide legal, accounting or tax advice. Consult your attorney or tax professional.

Thrivent is the marketing name for Thrivent Financial for Lutherans. Insurance products issued by Thrivent. Not available in all states. Securities and investment advisory services offered through Thrivent Investment Management Inc., a registered investment adviser, member FINRA and SIPC, and a subsidiary of Thrivent. Licensed agent/producer of Thrivent. Registered representative of Thrivent Investment Management Inc. Thrivent.com/disclosures.

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