

Leaving K-C – The Impact on 401(k) & PSP Video Transcript

In this video, we'll dive into what happens to your 401(k) and Profit Sharing Plan account when you leave K-C.

More information can be found in the Leaving K-C Guide located on mykcbenefits.com, or for even greater detail, review the Summary Plan Description located on netbenefits.com.

Before we get into the details, it's helpful to understand that the benefits service administrator for K-C's 401(k) & Profit Sharing Plan is Fidelity. You can visit Fidelity's NetBenefits website to manage your account.

You'll receive a notice from Fidelity after your separation date providing information on your options.

When leaving K-C, it's important to understand how your balance affects your options:

- If your balance is \$1,000 or less, the entire amount will be automatically paid to you in cash unless you choose to roll it over into another plan or IRA.
- If your balance is greater than \$1,000 up to \$5,000, it will automatically roll over into an IRA with Fidelity unless you roll it over into another plan or financial institution, or take a distribution.

If your balance is greater than \$5,000, you can leave your money in the Plan, take partial or scheduled payments, roll it over into another plan or financial institution, or take a distribution. Call Fidelity to learn more about your options and understand the tax implications that may apply.

Do you have an outstanding 401(k) loan? If so, there's three things to consider:

1. You can continue to make your monthly loan payments by setting up direct debit payments from your bank account.
2. You can pay off the loan in its entirety.
3. If you don't take action, your account balance will be lowered by the amount outstanding and you will be taxed on that amount.

If eligible, you'll receive any discretionary profit sharing contribution made for the year if you're employed on December 31 or if you leave K-C during or after the year you turn 55. The contribution will be deposited into your 401(k) account during the first quarter following the year you leave K-C.

As long as your money remains in the K-C 401(k) & PSP, you'll continue to receive communications from Fidelity such as account statements. Make sure to contact Fidelity to keep your account information up to date.

Want to learn more? Continue to explore mykcbenefits.com and read the Leaving K-C Guide located under Life Events.

Remember, Fidelity is here to help. Manage your account on netbenefits.com or call the K-C Benefits Information Line at **800-551-2333** and select the 401(k) and Pension option to reach a Fidelity representative.