



EMPLOYEE TRANSITION SOLUTION

The termination of employees is difficult for all parties involved. The Employee Transition Solution from Worksite Financial Solutions can help ease the transition, giving former employees the tools and advice they need to make things easier.

An involuntary job change is one of life's most stressful events. Former employees may struggle to make good decisions about managing their resources during the transition:

About **40%**¹ of terminated employees cash out their retirement accounts

- Resulting in current income and penalty taxes from premature distributions, and
- Threatening their future retirement income.

They need help. And when they don't get the support they need from you, they often turn to coworkers to vent their frustrations. This may lead to poor morale among employees who remain.

The Employee Transition Solution helps you provide support for former employees during a tough time in their lives. They have access to a registered financial advisor, who can help them:

- Learn about their options for their retirement plan accounts
- Keep their money invested
- Maintain their asset allocation strategy
- Transfer their accounts into a new employer's plan or an IRA where appropriate

The service **helps maximize your resources**, addressing plan sponsor issues like:

- Reducing administration and record keeping for terminated accounts, and the costs of those services
- Simplifying processes for maintaining contact with former participants



- Managing fiduciary responsibilities associated with "lost" participants

Using a streamlined outreach process, we endeavor to reach **100%** of your terminated participants. Small accounts (less than \$5,000) are automatically transferred into a safe harbor IRA consistent with DOL regulations. All activity is documented, and you receive reports detailing:

- Participant outreach efforts
- Missing participant searches
- Disposition of participant assets

When you implement the Employee Transition Solution, you help former employees understand their options and keep their retirement on track, and help current employees whose plan costs are reduced. The rollover process is streamlined and efficient, and fiduciary liability associated with former employee accounts is reduced, **all at no cost to the plan sponsor.**

Start today. You can help former employees remain on track to retirement. Contact your StoneStreet advisor to sign up.

¹ AON Hewitt, *Leakage of Participants' DC Assets: How Loans, Withdrawals and Cashouts are Eroding Retirement Income*, 2011

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