

SUMMARY

IN-SERVICE ROLLOVERS: What You Need to Know

- Allows you to roll over a portion or your entire 401(k) balance to an IRA while continuing to work for your current employer
- Provides high-level employees with additional investment options
- Has several potential benefits, but also several downsides you should be aware of
- Plans may be set up differently, so work with us to determine if an in-service rollover is something that makes sense for you



DETAILS

In-service rollover options provide flexibility for those who wish to have more control over their investments.

Rolling money over from your 401(k) to an IRA lets you choose from a virtually unlimited pool of options for buying mutual funds, exchange-traded funds, stocks, real estate, and other securities.



POTENTIAL BENEFITS

- Investment options – individual securities, bond options, alternative assets
- Pro-active management vs reactive management
- Fees are disclosed and transparent
- Consolidation of IRA assets- if you change jobs you don't have to worry about old 401(k) plans
- Technology access



DRAWBACKS

- Lose the ability to take a loan against your 401(k)
- Roth conversions become more expensive – pro-rata rules
- May face higher fees
- May lose employer match on contributions for a certain timeframe, depending on the plan

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