

Termination/Exit Employment with Reliant



60 Days to Rollover

Once GuideStone has been notified of your exiting employment with Reliant, you will generally have a **60-day window** to select what you would like to do with your 403(b) balance.

The **GuideStone Customer Solutions Center (888-984-8433)** can advise you of your options.

You have three options: See details below.

When is GuideStone Notified of Terminations?

Because many employees want to contribute to 403(b) up through their last paycheck (which is typically received a month or two (depending on backpay) after their actual termination date), Reliant generally notifies GuideStone of your exit after your final paycheck has been processed and any contributions from that paycheck have been submitted to GuideStone. This generally happens within 5-10 business days after the final paycheck. The 60-day window to decide what to do with your 403(b) funds begins from the date that we notify GuideStone of your termination. This process of waiting to notify GuideStone is designed to help prevent employees from having to take action to rollover funds multiple times, as we're waiting to start that 60-day period after all funds that will be contributed and are in the 403(b) account. If you'd like to have Reliant notify GuideStone of your termination as soon as your termination date arrives (which would mean you want to stop contributing to 403B prior to your final paycheck), please contact payroll@reliant.org. However, please note that GuideStone can not be notified of the termination prior to the Reliant termination date. We are not able to enter any date on the GuideStone site other than the actual Reliant termination date and we are not able to enter it as a future date.

What Percent Vested will I be when I Exit?

When you exit employment with Reliant, your 403(b) will be 100% **vested**, which means you get to keep all of the money you invested, plus 100% of the employer match.

403(b) Balance Options for you to Consider:



Parsonage Option for Withdrawals

- If you want to take advantage of the option to withdraw retirement funds as Parsonage in the future, please read [Withdrawal as Parsonage \(Age 59 1/2 or Older\)](#) and follow the steps on that page to ensure you will be eligible for that benefit in the future.

Roll It Over

- A Direct Rollover into another Retirement Account has no tax consequences.
- Rollovers can be processed online or by calling GuideStone Customer Solutions Center (888-984-8433).
- All your money stays in one place, so it's easier to track as well as to know how much you have set aside for retirement.

Keep funds invested with GuideStone (balance restrictions apply)

- No tax consequences (the money stays in an approved retirement vehicle, so you won't incur early withdrawal penalties or be issued a 1099)
- Continued investment services from GuideStone
- Some fees may apply
- Certain balance restrictions apply (please contact GuideStone to determine if this option applies to your account - GuideStone Customer Solutions Center 888-984-8433)

GuideStone will roll smaller 403(b) balances into IRAs with their partner, Inspira

- <https://inspirafinancial.com/>
- See the schedule of fees associated with these accounts:
 - annual maintenance fees ranging from \$20-\$35
 - account starting/closing fees \$25
 - annual paper statement fee \$10



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