

LTV STEEL RETIREMENT PLAN DISTRIBUTION FORM

Completing Your Distribution Form:

Fill in the top portion with requested information about yourself.

A. Lump Sum, Transfer Annuity Purchase, Combination or Defer:

Check the appropriate box regarding your distribution. The normal form of payment from the plan is a 50% Joint and Survivor Annuity for married participants and a single life annuity for single participants. Alternative forms of distribution are:

1. Lump sum payment of your account balance.
2. Transfer to the LTV Capital Accumulation Plan, provided that you are eligible for the periodic payments. You are eligible if you left the Company on or after January 1, 1996 and were at least age 55 at that time.
3. Transfer to the LTV Steel Salaried Defined Benefit Retirement Plan, in order to increase the amount of your monthly benefit under that plan, as described in your Estimate of Monthly Retirement Benefits. You are eligible if you retire under the LTV Steel Salaried Defined Benefit Retirement Plan on or after January 1, 2000 and make this election at the time of your retirement. **Choosing this election means you will no longer have any rights with respect to the amount transferred.**
4. Other forms of annuity benefits as shown in Section B.
5. A combination of payment options.

You also may defer receipt your distribution, but in no event past age 70, provided your account is, or ever was at the time of any prior distribution, greater than \$5,000, and you may change your deferral election either forward or backward any time during the deferral period. If you account balance has not exceeded \$5,000, it will be paid to you as soon as possible following termination.

B. Annuity Election:

Elect the form of annuity you wish to receive. You can purchase an annuity with all or a portion of your account balance (\$3,500 Minimum). The normal form of payment from the plan is a 50% Joint and Survivor Annuity for married participants and a single life annuity for single participants. Contact your benefits office to receive an annuity estimate.

C. Lump Sum Election:

If you elect a lump sum distribution option in Section A, you must choose the form of payment. Federal regulations require that the taxable portion of a lump sum distribution that is not directly rolled over, but is made payable to you, must have federal income tax withheld at a rate of 20%.

D. Direct Rollover Information:

If you elect to have all or part of your lump sum distribution directly rolled over to an eligible retirement plan, you must complete the Direct Rollover Information. An eligible retirement plan can be an IRA, a qualified plan, or an annuity. Be sure to indicate whether you want the payment sent directly to your eligible retirement plan, or if you want the check, which will be made payable to your eligible retirement plan, sent to you and you then will deliver it to its proper destination.

Any amount not directly rolled over but paid to you is still eligible to be rolled over. You can complete a rollover yourself within 60 days after receiving the check. The 20% tax that will be withheld from your payment is also eligible to be rolled over, but you will have to obtain funds from another source in order to roll over this amount.

E. Spousal Consent Authorization:

If your account balance exceeds \$5,000, indicate your marital status. If you are married and elect an option other than purchasing a Qualified Joint and Survivor Annuity with your entire account balance, then you are required by Federal law to obtain the signature of consent from your spouse and have it notarized. Spousal consent is not required when electing to defer your distribution.

General Information:

The LTV Steel Retirement Plan is a qualified plan under Section 401(a) of the Internal Revenue Code.

Accompanying this form is the "Special Tax Notice Regarding Plan Payments" which was prepared by the IRS. It is required by law to be provided to you and includes more detail on the rollover and withholding rules. By signing your name regarding your distribution options, you are also acknowledging that you have received and read the IRS notice. Since the tax laws concerning distributions are complex, it is suggested that you consult a tax advisor for information on how the tax laws apply to your circumstances.

Return the distribution form through Company mail to LTV Benefit Administration CAP Section, Lakewood or by U.S. Mail to: LTV Steel Company, Benefit Services CAP Section, P. O. Box 94571, Cleveland, OH 44101-4571

**LTV STEEL RETIREMENT PLAN
DISTRIBUTION FORM**

NAME _____

ADDRESS _____ FIRST M.I. LAST SOCIAL SECURITY NO. _____

_____ HOME PHONE (____) _____
CITY STATE ZIP CODE

DISBURSEMENT INSTRUCTIONS

A. Lump Sum, Transfer, Annuity Purchase, Combination or Defer

1. I elect a lump sum payment of my entire account balance.
(Complete Section C below)
2. I elect a transfer of (a) my entire account balance, (b) \$ _____ to the LTV Capital Accumulation Plan. (I left the Company on or after January 1, 1996 and was age 55 or older)
- I elect a transfer of (a) my entire account balance, (b) \$ _____ to the LTV Steel Salaried Defined Benefit Retirement Plan. (I am retiring under the LTV Steel Salaried Defined Benefit Retirement Plan on or after January 1, 2000 and making this election at the time of my retirement. By choosing this election to increase my monthly benefit under that plan as described in my Estimate of Monthly Retirement Benefits, I will no longer have any rights with respect to the amount transferred.)
- I elect to purchase an annuity (a) with my entire balance, (b) with \$ _____ .
(\$3,500 minimum required to buy an annuity) (Complete Section B)

If you have elected to transfer and/or purchase an annuity with less than your entire account balance, you will receive a lump sum distribution for the balance of your account. Complete Section C below.

3. I elect to defer my distribution until _____ / _____ .
MONTH YEAR
(Minimum \$5,000 requirement and you cannot defer past age 70)

B. Annuity Election (Check one and complete the applicable annuity papers and attach to this form. \$3,500 minimum)

- I elect the 50% qualified joint and survivor annuity.
- I elect the single life annuity.

C. Lump Sum Election (Check One) (20% federal income tax will be withheld on payments made directly to the participant):

1. Pay the entire lump sum amount directly to me.
2. Rollover the full amount of my lump sum directly to my eligible retirement plan
3. Rollover \$ _____ and pay the balance directly to me.
4. Pay \$ _____ directly to me and rollover the balance directly to my eligible retirement plan.
(If you elect item 2, 3 or 4 above complete rollover information on next page).

I am married (see Spousal Consent Authorization on reverse side). I am not married

I elect to waive the 30 day waiting period and request that my distribution be made as indicated above as soon as practical.

I acknowledge that I have received and read the notice titled "Special Tax Notice Regarding Plan Payments" and elect to have my distribution paid as indicated above.

Participant Signature _____ Date _____

Return the distribution form through Company mail to LTV Benefit Administration CAP Section, Lakewood or by U.S. Mail to LTV Steel Company, Benefit Services CAP Section, P. O. Box 94571, Cleveland OH 44101-4571.

LTV STEEL RETIREMENT PLAN

NAME: _____ Social Security Number _____

D. Direct Rollover Information:

Please provide the applicable information below for your rollover.

Eligible Retirement Plan:

IRA Qualified Retirement Plan Individual Retirement Annuity

Plan / Trustee Name: _____

Plan / Account Number: _____ Send to Plan / Trustee

Send to me and I will deliver to my eligible retirement plan

Plan / Trustee Mailing Address: _____

E. Spousal Consent Authorization:

Required to be completed if you are married and if your distribution is not used entirely to purchase a joint and survivor annuity. If your account balance is less than or equal to \$5,000, this authorization does not have to be completed.

SPOUSE'S CONSENT TO PARTICIPANT'S ELECTION ON A FORM OTHER THAN A QUALIFIED JOINT AND SURVIVOR ANNUITY OR IF A QUALIFIED JOINT AND SURVIVOR ANNUITY IS ELECTED, IT BEING PURCHASED WITH ONLY A PORTION OF THE PARTICIPANT'S ACCOUNT BALANCE IN THE PLAN.

I, _____, the lawful spouse of _____ (the "Participant"), hereby consent to the election by my spouse, who is a participant in the LTV Steel Retirement Plan (the "Plan), to request a distribution other than a Qualified Joint and Survivor Annuity ("QJSA"), or if a QJSA is purchased, it is being purchased with the remaining balance after a lump sum distribution has been paid to the Participant. I understand that by signing this waiver, that if a QJSA is not being purchased, should the Participant die during my lifetime, I would not be entitled to receive a surviving spouse's benefit commencing upon the Participant's death, continuing thereafter for the remainder of my life. I also understand that if a QJSA is being purchased, but with the balance remaining after a lump sum is paid to the Participant, that I will receive a surviving spouse's benefit upon the Participant's death, and it will be for a smaller amount than if the amount paid as a lump sum was also used to purchase the QJSA. I have been provided with all information that I may have requested as to the economic effect of my consent and waiver as provided in this instrument. I understand fully the consequences of this action on my part, and the loss of benefits that I may experience if I survive the Participant. I have participated in the decision the Participant has made regarding the distribution of his/her account balance in the Plan, and my action as set forth herein is voluntary and freely taken on my part.

This document does not constitute my consent to the naming of a person other than myself to receive any benefit payable by reason of the death of the Participant under the method of benefit payments he or she selects under the Plan.

Spouse Signature _____ Date _____

BEFORE ME, the undersigned authority, a Notary Public in and for said County and State, personally

appeared _____, who acknowledged that he/she is the spouse of said Participant and signed the foregoing instrument and that the same is his/ her free act and deed.

IN WITNESS WHEREOF, I have entered my hand and official seal this ____ day of _____ 19__.

Notary Public in and for

_____ County, _____ SEAL

My commission Expires: _____

SPECIAL TAX NOTICE REGARDING PLAN PAYMENTS

This notice explains how you can continue to defer federal income tax on your retirement savings in the LTV Steel Retirement Plan (the "Plan") and contains important information you will need before you decide how to receive your Plan benefits.

This notice is provided to you by the LTV Steel Company, Inc. (your "Plan Administrator") because all or part of the payment that you will soon receive from the Plan may be eligible for rollover by you or your Plan Administrator to a traditional IRA or an eligible employer plan. A rollover is a payment by you or the Plan Administrator of all or part of your benefit to another plan or IRA that allows you to continue to postpone taxation of that benefit until it is paid to you. Your payment cannot be rolled over to a Roth IRA, a SIMPLE IRA, or a Coverdell Education Savings Account (formerly known as an education IRA). An "eligible employer plan" includes a plan qualified under section 401(a) of the Internal Revenue Code, including a 401(k) plan, profit-sharing plan, defined benefit plan, stock bonus plan, and money purchase plan; a section 403(a) annuity plan; a section 403(b) tax-sheltered annuity; and an eligible section 457(b) plan maintained by a governmental employer (governmental 457 plan).

An eligible employer plan is not legally required to accept a rollover. Before you decide to roll over your payment to another employer plan, you should find out whether the plan accepts rollovers and, if so, the types of distributions it accepts as a rollover. You should also find out about any documents that are required to be completed before the receiving plan will accept a rollover. Even if a plan accepts rollovers, it might not accept rollovers of certain types of distributions, such as after-tax amounts. If an employer plan accepts your rollover, the plan may restrict subsequent distributions of the rollover amount or may require your spouse's consent for any subsequent distribution. A subsequent distribution from the plan that accepts your rollover may also be subject to different tax treatment than distributions from this Plan. Check with the administrator of the plan that is to receive your rollover prior to making the rollover.

If you have additional questions after reading this notice, you can contact your plan administrator at LTV Steel Company, Benefit Services – SRP, PO Box 94571, Cleveland Ohio 44101.

SUMMARY

There are two ways you may be able to receive a Plan payment that is eligible for rollover:

(1) Certain payments can be made directly to a traditional IRA that you establish or to an eligible employer plan that will accept it and hold it for your benefit ("DIRECT ROLLOVER"); or

(2) The payment can be PAID TO YOU.

If you choose a DIRECT ROLLOVER:

- Your payment will not be taxed in the current year and no income tax will be withheld.

- You choose whether your payment will be made directly to your traditional IRA or to an eligible employer plan that accepts your rollover. Your payment cannot be rolled over to a Roth IRA, a SIMPLE IRA, or a Coverdell Education Savings Account because these are not traditional IRAs.

- The taxable portion of your payment will be taxed later when you take it out of the traditional IRA or the eligible employer plan. Depending on the type of plan, the later distribution may be subject to

different tax treatment than it would be if you received a taxable distribution from this Plan.

If you choose to have a Plan payment that is eligible for rollover PAID TO YOU:

- You will receive only 80% of the taxable amount of the payment, because the Plan Administrator is required to withhold 20% of that amount and send it to the IRS as income tax withholding to be credited against your taxes.

- The taxable amount of your payment will be taxed in the current year unless you roll it over. Under limited circumstances, you may be able to use special tax rules that could reduce the tax you owe. However, if you receive the payment before age 59 1/2, you may have to pay an additional 10% tax.

- You can roll over all or part of the payment by paying it to your traditional IRA or to an eligible employer plan that accepts your rollover within 60 days after you receive the payment. The amount rolled over will not be taxed until you take it out of the traditional IRA or the eligible employer plan.

- If you want to roll over 100% of the payment to a traditional IRA or an eligible employer plan, *you must find other money to replace the 20% of the taxable portion that was withheld*. If you roll over only the 80% that you received, you will be taxed on the 20% that was withheld and that is not rolled over.

Your Right to Waive the 30-Day Notice Period. Generally, neither a direct rollover nor a payment can be made from the plan until at least 30 days after your receipt of this notice. Thus, after receiving this notice, you have at least 30 days to consider whether or not to have your withdrawal directly rolled over. If you do not wish to wait until this 30-day notice period ends before your election is processed, you may waive the notice period by making an affirmative election indicating whether or not you wish to make a direct rollover. Your withdrawal will then be processed in accordance with your election as soon as practical after it is received by the Plan Administrator.

MORE INFORMATION

- I. PAYMENTS THAT CAN AND CANNOT BE ROLLED OVER
- II. DIRECT ROLLOVER
- III. PAYMENT PAID TO YOU
- IV. SURVIVING SPOUSES, ALTERNATE PAYEES, AND OTHER BENEFICIARIES

I. PAYMENTS THAT CAN AND CANNOT BE ROLLED OVER

Payments from the Plan may be "eligible rollover distributions." This means that they can be rolled over to a traditional IRA or to an eligible employer plan that accepts rollovers. Payments from a plan cannot be rolled over to a Roth IRA, a SIMPLE IRA, or a Coverdell Education Savings Account. Your Plan administrator should be able to tell you what portion of your payment is an eligible rollover distribution.

The following types of payments *cannot* be rolled over:

Payments Spread over Long Periods. You cannot roll over a payment if it is part of a series of equal (or almost equal) payments that are made at least once a year and that will last for:

- your lifetime (or a period measured by your life expectancy), or

- your lifetime and your beneficiary's lifetime (or a period measured by your joint life expectancies), or
- a period of 10 years or more.

Required Minimum Payments. Beginning when you reach age 70 1/2 or retire, whichever is later, a certain portion of your payment cannot be rolled over because it is a "required minimum payment" that must be paid to you. Special rules apply if you own 5% or more of your employer.

Hardship Distributions. A hardship distribution cannot be rolled over.

ESOP Dividends. Cash dividends paid to you on employer stock held in an employee stock ownership plan cannot be rolled over.

Corrective Distributions. A distribution that is made to correct a failed nondiscrimination test or because legal limits on certain contributions were exceeded cannot be rolled over.

II. DIRECT ROLLOVER

A DIRECT ROLLOVER is a direct payment of the amount of your Plan benefits to a traditional IRA or an eligible employer plan that will accept it. You can choose a DIRECT ROLLOVER of all or any portion of your payment that is an eligible rollover distribution, as described in Part I above. You are not taxed on any taxable portion of your payment for which you choose a DIRECT ROLLOVER until you later take it out of the traditional IRA or eligible employer plan. In addition, no income tax withholding is required for any taxable portion of your Plan benefits for which you choose a DIRECT ROLLOVER.

DIRECT ROLLOVER to a Traditional IRA. You can open a traditional IRA to receive the direct rollover. If you choose to have your payment made directly to a traditional IRA, contact an IRA sponsor (usually a financial institution) to find out how to have your payment made in a direct rollover to a traditional IRA at that institution. If you are unsure of how to invest your money, you can temporarily establish a traditional IRA to receive the payment. However, in choosing a traditional IRA, you may wish to make sure that the traditional IRA you choose will allow you to move all or a part of your payment to another traditional IRA at a later date, without penalties or other limitations. See IRS Publication 590, Individual Retirement Arrangements, for more information on traditional IRAs (including limits on how often you can roll over between IRAs).

DIRECT ROLLOVER to a Plan. If you are employed by a new employer that has an eligible employer plan, and you want a direct rollover to that plan, ask the plan administrator of that plan whether it will accept your rollover. An eligible employer plan is not legally required to accept a rollover. Even if your new employer's plan does not accept a rollover, you can choose a DIRECT ROLLOVER to a traditional IRA. If the employer plan accepts your rollover, the plan may provide restrictions on the circumstances under which you may later receive a distribution of the rollover amount or may require spousal consent to any subsequent distribution. Check with the plan administrator of that plan before making your decision.

DIRECT ROLLOVER of a Series of Payments. If you receive a payment that can be rolled over to a traditional IRA or an eligible employer plan that will accept it, and it is paid in a series of payments for less than 10 years, your choice to make or not make a DIRECT ROLLOVER for a payment will apply to all later payments in the series until you change your election. You are free to change your election for any later payment in the series.

Change in Tax Treatment Resulting from a DIRECT ROLLOVER. The tax treatment of any payment from the eligible employer plan or

traditional IRA receiving your DIRECT ROLLOVER might be different than if you received your benefit in a taxable distribution directly from the Plan. For example, if you were born before January 1, 1936, you might be entitled to ten-year averaging or capital gain treatment, as explained below. However, if you have your benefit rolled over to a section 403(b) tax-sheltered annuity, a governmental 457 plan, or a traditional IRA in a DIRECT ROLLOVER, your benefit will no longer be eligible for that special treatment. See the sections below entitled "Additional 10% Tax if You Are under Age 59 1/2" and "Special Tax Treatment if You Were Born before January 1, 1936."

III. PAYMENT PAID TO YOU

If your payment can be rolled over (see Part I above) and the payment is made to you in cash, it is subject to 20% federal income tax withholding on the taxable portion (state tax withholding may also apply). The payment is taxed in the year you receive it unless, within 60 days, you roll it over to a traditional IRA or an eligible employer plan that accepts rollovers. If you do not roll it over, special tax rules may apply.

Income Tax Withholding:

Mandatory Withholding. If any portion of your payment can be rolled over under Part I above and you do not elect to make a DIRECT ROLLOVER, the Plan is required by law to withhold 20% of the taxable amount. This amount is sent to the IRS as federal income tax withholding. For example, if you can roll over a taxable payment of \$10,000, only \$8,000 will be paid to you because the Plan must withhold \$2,000 as income tax. However, when you prepare your income tax return for the year, unless you make a rollover within 60 days (see "Sixty-Day Rollover Option" below), you must report the full \$10,000 as a taxable payment from the Plan. You must report the \$2,000 as tax withheld, and it will be credited against any income tax you owe for the year. There will be no income tax withholding if your payments for the year are less than \$200.

Voluntary Withholding. If any portion of your payment is taxable but cannot be rolled over under Part I above, the mandatory withholding rules described above do not apply. In this case, you may elect not to have withholding apply to that portion. If you do nothing, an amount will be taken out of this portion of your payment for federal income tax withholding. To elect out of withholding, ask the Plan Administrator for the election form and related information.

Sixty-Day Rollover Option. If you receive a payment that can be rolled over under Part I above, you can still decide to roll over all or part of it to a traditional IRA or to an eligible employer plan that accepts rollovers. If you decide to roll over, you must contribute the amount of the payment you received to a traditional IRA or eligible employer plan within 60 days after you receive the payment. The portion of your payment that is rolled over will not be taxed until you take it out of the traditional IRA or the eligible employer plan.

You can roll over up to 100% of your payment that can be rolled over under Part I above, including an amount equal to the 20% of the taxable portion that was withheld. If you choose to roll over 100%, you must find other money within the 60-day period to contribute to the traditional IRA or the eligible employer plan, to replace the 20% that was withheld. On the other hand, if you roll over only the 80% of the taxable portion that you received, you will be taxed on the 20% that was withheld.

Example: The taxable portion of your payment that can be rolled over under Part I above is \$10,000, and you choose to have it paid to you. You will receive \$8,000, and \$2,000 will be sent to the IRS as

income tax withholding. Within 60 days after receiving the \$8,000, you may roll over the entire \$10,000 to a traditional IRA or an eligible employer plan. To do this, you roll over the \$8,000 you received from the Plan, and you will have to find \$2,000 from other sources (your savings, a loan, etc.). In this case, the entire \$10,000 is not taxed until you take it out of the traditional IRA or an eligible employer plan. If you roll over the entire \$10,000, when you file your income tax return you may get a refund of part or all of the \$2,000 withheld.

If, on the other hand, you roll over only \$8,000, the \$2,000 you did not roll over is taxed in the year it was withheld. When you file your income tax return, you may get a refund of part of the \$2,000 withheld. (However, any refund is likely to be larger if you roll over the entire \$10,000.)

Additional 10% Tax If You Are under Age 59 1/2. If you receive a payment before you reach age 59 1/2 and you do not roll it over, then, in addition to the regular income tax, you may have to pay an extra tax equal to 10% of the taxable portion of the payment. The additional 10% tax generally does not apply to (1) payments that are paid after you separate from service with your employer during or after the year you reach age 55, (2) payments that are paid because you retire due to disability, (3) payments that are paid as equal (or almost equal) payments over your life or life expectancy (or your and your beneficiary's lives or life expectancies), (4) dividends paid with respect to stock by an employee stock ownership plan (ESOP) as described in Code section 404(k), (5) payments that are paid directly to the government to satisfy a federal tax levy, (6) payments that are paid to an alternate payee under a qualified domestic relations order, or (7) payments that do not exceed the amount of your deductible medical expenses. See IRS Form 5329 for more information on the additional 10% tax.

The additional 10% tax will not apply to distributions from a governmental 457 plan, except to the extent the distribution is attributable to an amount you rolled over to that plan (adjusted for investment returns) from another type of eligible employer plan or IRA. Any amount rolled over from a governmental 457 plan to another type of eligible employer plan or to a traditional IRA will become subject to the additional 10% tax if it is distributed to you before you reach age 59 1/2, unless one of the exceptions applies.

Special Tax Treatment If You Were Born before January 1, 1936. If you receive a payment from a plan qualified under section 401(a) that can be rolled over under Part I and you do not roll it over to a traditional IRA or an eligible employer plan, the payment will be taxed in the year you receive it. However, if the payment qualifies as a "lump sum distribution," it may be eligible for special tax treatment. A lump sum distribution is a payment, within one year, of your entire balance under the Plan (and certain other similar plans of the employer) that is payable to you after you have reached age 59 1/2 or because you have separated from service with your employer (or, in the case of a self-employed individual, after you have reached age 59 1/2 or have become disabled). For a payment to be treated as a lump sum distribution, you must have been a participant in the plan for at least five years before the year in which you received the distribution. The special tax treatment for lump sum distributions that may be available to you is described below.

Ten-Year Averaging. If you receive a lump sum distribution and you were born before January 1, 1936, you can make a one-time election to figure the tax on the payment by using "10-year averaging" (using 1986 tax rates). Ten-year averaging often reduces the tax you owe.

Capital Gain Treatment. If you receive a lump sum distribution and you were born before January 1, 1936, and you were a participant

in the Plan before 1974, you may elect to have the part of your payment that is attributable to your pre-1974 participation in the Plan taxed as long-term capital gain at a rate of 20%.

There are other limits on the special tax treatment for lump sum distributions. For example, you can generally elect this special tax treatment only once in your lifetime, and the election applies to all lump sum distributions that you receive in that same year. You may not elect this special tax treatment if you rolled amounts into this Plan from a 403(b) tax-sheltered annuity contract or from an IRA not originally attributable to a qualified employer plan. If you have previously rolled over a distribution from this Plan (or certain other similar plans of the employer), you cannot use this special averaging treatment for later payments from the Plan. If you roll over your payment to a traditional IRA, governmental 457 plan, or 403(b) tax-sheltered annuity, you will not be able to use special tax treatment for later payments from that IRA, plan, or annuity. Also, if you roll over only a portion of your payment to a traditional IRA, governmental 457 plan, or 403(b) tax-sheltered annuity, this special tax treatment is not available for the rest of the payment. See IRS Form 4972 for additional information on lump sum distributions and how you elect the special tax treatment.

IV. SURVIVING SPOUSES, ALTERNATE PAYEES, AND OTHER BENEFICIARIES

In general, the rules summarized above that apply to payments to employees also apply to payments to surviving spouses of employees and to spouses or former spouses who are "alternate payees." You are an alternate payee if your interest in the Plan results from a "qualified domestic relations order," which is an order issued by a court, usually in connection with a divorce or legal separation.

If you are a surviving spouse or an alternate payee, you may choose to have a payment that can be rolled over, as described in Part I above, paid in a DIRECT ROLLOVER to a traditional IRA or to an eligible employer plan or paid to you. If you have the payment paid to you, you can keep it or roll it over yourself to a traditional IRA or to an eligible employer plan. Thus, you have the same choices as the employee.

If you are a beneficiary other than a surviving spouse or an alternate payee, you cannot choose a direct rollover, and you cannot roll over the payment yourself.

If you are a surviving spouse, an alternate payee, or another beneficiary, your payment is generally not subject to the additional 10% tax described in Part III above, even if you are younger than age 59 1/2.

If you are a surviving spouse, an alternate payee, or another beneficiary, you may be able to use the special tax treatment for lump sum distributions, as described in Part III above. If you receive a payment because of the employee's death, you may be able to treat the payment as a lump sum distribution if the employee met the appropriate age requirements, whether or not the employee had 5 years of participation in the Plan.

HOW TO OBTAIN ADDITIONAL INFORMATION

This notice summarizes only the federal (not state or local) tax rules that might apply to your payment. The rules described above are complex and contain many conditions and exceptions that are not included in this notice. Therefore, you may want to consult with the Plan Administrator or a professional tax advisor before you take a payment of your benefits from your Plan. Also, you can find more specific information on the tax treatment of payments from qualified employer plans in IRS Publication 575, Pension and Annuity Income, and IRS Publication 590, Individual Retirement Arrangements. These publications are available from your local IRS

office, on the IRS's Internet Web Site at www.irs.gov, or by calling 1-800-TAX-FORMS.