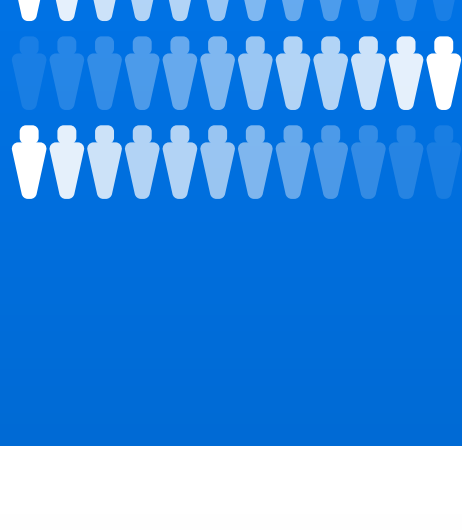


# Your 401(k): To roll over, or not to roll over?

## Retirement savers have rollovers on their minds

**14.8 million**

Every year, 14.8 million Americans with workplace retirement plans move on to new jobs.<sup>1</sup>



**12 jobs**

The average American changes jobs 12 times in their lifetime, and spent 11% less time in one role over the last decade.<sup>2,3</sup>



**\$2.9 trillion**

\$2.9 trillion in assets rolled over into IRAs from 2016-2021, with financial advisors facilitating >50%.<sup>4</sup>

Financial Advisors



## Sometimes, sticking with the 401(k) is best

Here are some things to consider:

**Lower fees**

Rollover accounts can come with higher fees; a single year of rollovers to traditional IRAs could cost retirement savers an extra \$45.5 billion in fees over the next 25 years.<sup>5</sup>

**More protection**

Investors generally get stronger creditor protection in a 401(k) than an IRA by federal law.

**Tax considerations**

If you own company stock, rolling over could increase your tax rate from capital gains to ordinary income tax rate, unless you qualify for net unrealized appreciation. It's important to keep this and other tax considerations in mind.

**Loan options**

Some 401(k)s offer options to take out loans while IRAs do not.

**Better fund access**

401(k)s, because of scale, can have access to a wider variety of funds than IRAs.

## Your financial advisor can manage your 401(k)

**Common misconceptions**

- Advisor can't manage**  
Advisors can't manage a 401(k) like they do an IRA.
- Consolidation is better**  
Consolidation is better for account management and outcomes.
- Informal advice only**  
Free, informal advice is the only way for your financial advisor to help.
- Can't pay for pro service**  
Retirement savers can't pay for 401(k) management like IRAs.

**The reality of 401(k) management**

- Advisors can manage**  
Advisors can manage 401(k)s by directly managing the account consistent with the custody rule or using Pontera.
- May offer better options**  
Consolidation isn't always better; your 401(k) may have lower fees and a wider variety of fund options than an IRA.
- Holistic advice is available**  
Many financial advisors offer 401(k) management as part of a comprehensive service.
- Savers can benefit**  
Retirement savers can benefit from paid professional 401(k) management.

## Pontera helps retirement savers get professional guidance of their 401(k)s

Pontera is a fintech platform that helps thousands of retirement savers securely connect 401(k)s, 403(b)s, and more for proactive management by their financial advisors.

It is a path to  seamless  secure  compliant professional management of retirement plan accounts.

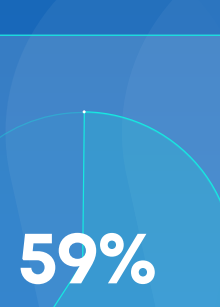
## Here's how it works:

- Your financial advisor invites you to the Pontera platform.
- You connect your account to Pontera.
- Your advisor manages your 401(k) according to your financial goals.

**Hundreds of millions** of adults have connected their bank accounts with digital finance apps and services to help them lead healthier financial lives.<sup>6</sup>

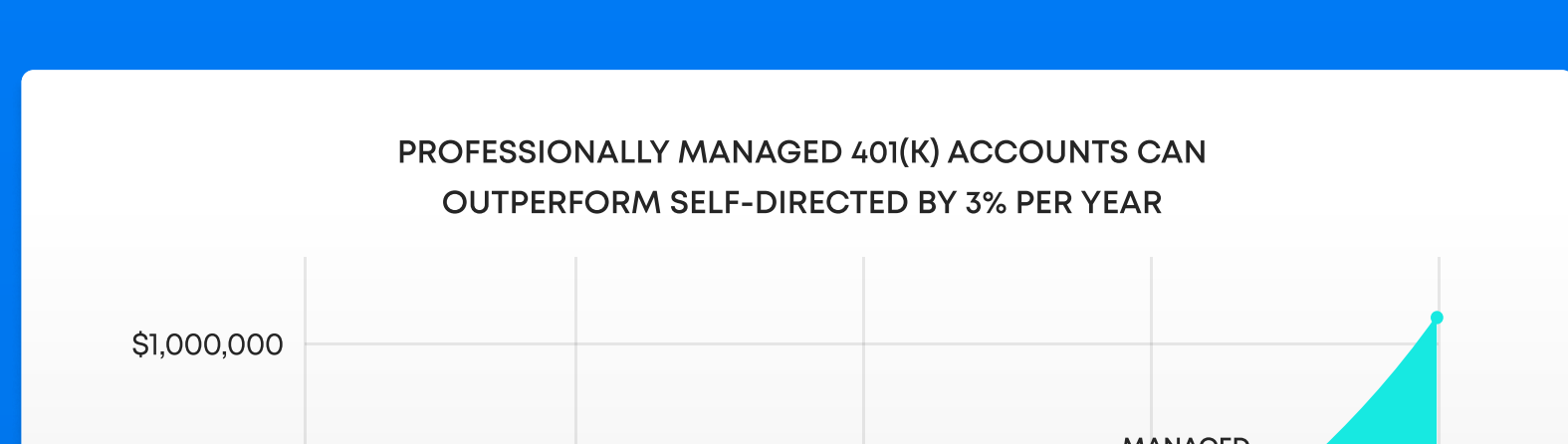
## Pontera helps advisors make better choices for their clients

59% of surveyed financial advisors chose not to roll over a client's 401(k) into an IRA in 2022 due to better plan benefits and the advisor's ability to manage these assets in plan via Pontera.<sup>7</sup>



## Your financial advisor can help you reach your retirement goals

Studies show professional management of retirement accounts can grow them by 3% more per year; that's 75% over the span of 20 years.<sup>8</sup> As you near retirement, often times a more tailored plan is needed, and your financial advisor can help you reach your goals.



“[My advisory firm] has excellent financial expertise and has delivered a highly personalized plan. Since they have been able to proactively manage my 401(k) account, **it has made my life much easier.**”

**Greg Zych** *Healthcare technology leader in Tempe, Arizona and client of Ironwood Wealth Management*

Mr. Zych is a client of Ironwood Wealth Management, and an advisory board member (uncompensated). Mr. Zych was not compensated by Ironwood or Pontera for his statements. Ironwood Wealth Management is not affiliated with Pontera, and was not compensated for their participation.

<sup>1</sup> Retirement Clearinghouse, 2021  
<sup>2</sup> Zipplia, 2023  
<sup>3</sup> U.S. Bureau of Labor Statistics, 2022  
<sup>4</sup> American Society of Pension Professionals & Actuaries, 2023  
<sup>5</sup> Pew, 2022  
<sup>6</sup> Plaid, 2021  
<sup>7</sup> Pontera's 2023 Financial Advisory Survey (n = 124)  
<sup>8</sup> Vanguard, 2022