

TCA by E*TRADE
SOLO K PLAN ROLLOVERS
Policies and Procedures

These policies and procedures are prepared pursuant to federal regulations and the relevant provisions of the TCA by E*TRADE Defined Contribution Prototype Plan and Trust, as it may be amended from time to time (the "Plan"). An employer who establishes a Solo K plan using the TCA by E*TRADE Plan hereby adopts and agrees to administer rollovers in accordance with these policies and procedures as they may be amended from time to time by TCA by E*TRADE a rollover contribution accepted by the Plan Administrator in violation of the terms of these policies and procedures shall not be administered by TCA by E*TRADE.

Subject to Section 4.6 of the Plan and with the consent of the Employer as Plan Administrator, the TCA by E*TRADE Solo K Plan will accept a rollover that satisfies the criteria described below.

Direct Rollovers: A TCA by E*TRADE Solo K Plan will accept a direct rollover of any eligible rollover distribution from:

- A qualified plan described in Code Section 401(a) (including a 401(k) plan, profit sharing plan, defined benefit plan, stock bonus plan, or money purchase plan), excluding any after-tax employee contributions;
- A plan described in Code Section 403(a) (an annuity plan), excluding after-tax employee contributions;
- A plan described in Code Section 403(b) (a tax sheltered annuity), excluding any after-tax employee contributions;
- If the Solo K Plan permits Roth Elective Deferrals, a Roth elective deferral account from a qualified plan described in Code Section 401(a) or a plan described in Code Section 403(b) (a tax-sheltered annuity).

Participant Rollover Contributions from Other Plans (i.e., not via a direct plan-to-plan transfer): A TCA by E*TRADE Solo K Plan will accept a contribution of an eligible rollover distribution from:

- A qualified plan described in Code Section 401(a) (including a 401(k) plan, profit sharing plan, defined benefit plan, stock bonus plan, or money purchase plan);
- A plan described in Code Section 403(a) (an annuity plan); and
- A plan described in Code Section 403(b) (a tax sheltered annuity).

Participant Rollover Contributions from IRAs: A TCA by E*TRADE Solo K Plan will accept a rollover contribution of the portion of a distribution from a traditional IRA that is eligible to be rolled over and would otherwise be includible in gross income. Rollovers from Roth IRAs or a Coverdell Education Savings Account (formerly known as an Education IRA) are not permitted because they are not traditional IRAs. A rollover from a SIMPLE IRA is allowed if the amounts are rolled over after the individual has been in the SIMPLE IRA for at least two years.