

# Retirement/Transition Guide For Occidental Petroleum Employees

**Updated  
For CARES &  
SECURE Act**



# Introduction

For more information on SECURE and CARES ACT, see pages 4 & 5

The Retirement Group was founded with the goal of assisting our Occidental Petroleum (OXY) corporate employees in every aspect of their financial lives as they transition into retirement. We provide the most personal service available, thus earning a reputation for excellence in our industry. For each of our clients we strive to help create financial stability and security to provide financial independence.

Our staff consists of experienced professionals who know OXY benefits and provide a "hands on" approach to financial guidance. Not only do our clients find our team members knowledgeable, but they also discover that our staff truly cares about making their dreams a reality. We do everything in our power to keep our clients focused on where they want to go, advise them on how to get there, and continually remind them of the importance of maintaining a disciplined approach to pursue their goals.

Our company is based on the principle that education and understanding of one's current financial situation is vital to successfully make prudent decisions concerning one's financial future.



**Learn more by visiting:**

[www.theretirementgroup.com](http://www.theretirementgroup.com)

As you transition from OXY, we want to share information to help you make important decisions that affect you and your family's well-being.

This guide tells you about OXY benefits, steps to take, and where to find resources that will help you get the most from your retirement benefits.

Please note: This guide lists the actions you must take to access your retirement benefits. Read the Tips on Using This Guide section for more information and refer to the OXY Summary Plan Description for a full description[4].

**Disclosure:** The Retirement Group is not affiliated with OXY.

# TABLE OF CONTENTS

**01 Stages of Retirement**

**04 New Legislation**

**06 OXY Pension Plan**

**13 OXY 401(k) Plan**

**21 Your OXY Benefits**

**26 Social Security**

**27 Social Security: Medicare**

**28 Divorce or Divorcing?**

**30 Survivor Checklist**

**31 Life After OXY**

**32 Sources**





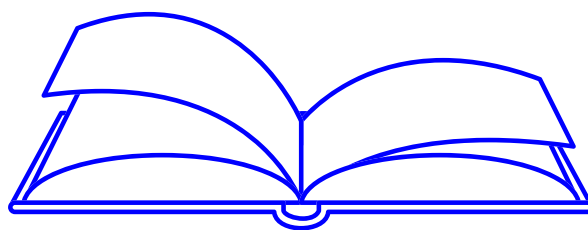
# Stages of Retirement

This specialized designed guide offers a summarized list of steps to simplify your transition into retirement. We provide links to websites and other resources you will need to help you get the most from your retirement benefits.

**Please note:** This guide is a summary of the actions you must take to access your retirement benefits. For full details, you should review the OXY summary plan descriptions (SPD) (4) that apply to your retirement benefits. For health and welfare benefits, if you are still an active employee, call the OXY Benefits Center and request the applicable SPDs(4). This is a summary of steps to take before and after leaving OXY. The official plan documents are the final authority on the terms of the plans.

**To find more in depth information on early retirement offers read our e-book**

**"Early Retirement Offers"**



## Stages of Retirement

Retirement planning, whether you are 20 or 60, is something we must actively plan towards annually. Unfortunately, numerous polls and experts say the majority of Americans don't know how much to save or the income they will need.

### Getting started... Your 20's and early 30's

Everyone knows it's critical to start in your 20's and early 30's. Many suffer from impending anxiety from not saving enough, while others are grateful they feel secure.

TIME... It is the one advantage you will never get again. As some of you may know, compounding has significant impacts on future savings. Starting early matters and the key is to increase/maximize your OXY 401(k) contributions.

# Stages of Retirement

Say you open a tax-deductible Individual Retirement Account (IRA) at age 25 and invest \$100 a month until age 65. If the account earns 8% a year, you could amass \$349,100 by age 65. If you wait until age 35 to start saving the same \$100 a month, you could end up with \$149,035 when you are 65. Waiting 10 years to start saving and investing could cost you substantially.\*

There are three primary reasons why a 401(k) is such a popular retirement savings vehicle: **matching contributions, tax benefits, and compound growth.**

Matching contributions is what it sounds like: It's when your employer matches your own 401(k) contributions with company money. If your employer matches, they'll typically match up to a certain percent of the amount you put in.

Let's say that your employer matches up to 3% of your contributions to the plan, dollar for dollar. If you contribute 2% of your salary to your plan, your total 401(k) contribution will be 4% of your salary each month after the employer match is added. If you bump up your contribution by just 1% (so you're putting in 3% of your salary), your total contribution is now 6% with the employer match.

\*For illustrative purposes only

Unfortunately, many workers don't take full advantage of the employer match because they're not putting in enough themselves. A recent study revealed that employees who don't maximize the company match typically leave \$1,336 of potential extra retirement money on the table each year. (23)

**Looking for a second opinion,  
click here to speak to a  
Financial advisor today!**

[Click Here](#)



# Stages of Retirement

## **Working on it... Your 30's through your 40's.**

At this stage, you're likely full stride into your career and your income probably reflects that. The challenges to saving for retirement at this stage come from large competing expenses: a mortgage, raising children and saving for their college. Try investing a minimum of 10% of your salary towards retirement. Always, maximize the OXY contribution match.

One of the classic conflicts is saving for retirement versus saving for college. Most financial planners will tell you that retirement should be your top priority because your child can usually find support from financial aid whereas you'll be on your own to fund your retirement.

## **The home stretch... Your 50's and 60's.**

Ideally, you're at your peak earning years and some of the major household expenses, such as a mortgage or child-rearing, are behind you, or soon will be. Now, it's time boost your retirement savings goal to 20% or more of your income as it's the last opportunity to stash away funds.

Workers age 50 or older, in 2020, can invest up to \$19,500 into their retirement plan/401(k). Once they meet this limit they can add an additional \$6,500 in catch up contributions. These limits are adjusted annually for inflation. If you are over 50, you may be eligible to use a catch-up contribution within your IRA.

**To find more in depth information  
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# New Legislation (SECURE Act)

## The Setting Every Community Up for Retirement Enhancement Act of 2019 (SECURE Act)

- If you turn 70 ½ after the end of 2019 you will not be required to begin required minimum distributions until the age of 72.
- You may now continue to contribute to an IRA after you turn 70 ½ if you are still employed.
- If you have student loans, you are now allowed to withdraw up to \$10,000 annually from a 529 account to pay down debt.
- You are permitted to withdraw up to \$5,000, penalty-free, to assist with the cost of adopting or having a new child.
- Inherited IRAs given to non-spousal beneficiaries must now withdraw the balance of the account within 10 years of the death of the original account holder, thus eliminating a strategy known as a stretch IRA.
- Created more options for lifetime payout benefits from employer sponsored retirement savings plans.



**Visit our blog and sign up to our monthly newsletter to receive financial updates!**

**TRG Blog**

Sources: (37 & 38)



# New Legislation (CARES Act)

## The Coronavirus Aid, Relief and and Economic Security Act of 2020 (CARES Act)

- Required minimum distributions (RMDs) from IRAs, Inherited IRAs, 401(k)s, 403(b)s, 457(b)s and other retirement plans have been suspended for 2020.
- For 2020, you can withdraw up to \$100,000, penalty-free, from retirement accounts such as a 401(k) or an IRA account if you qualify under one of two categories:
  - You, your spouse or a dependent is diagnosed with COVID-19.
  - You have suffered financial consequences as a result of the pandemic.
- The maximum amount that can be borrowed from a 401(k), for loans made between March 27,2020 and September 22, 2020, was increased from the lesser of \$50,000 or 50% of the plan participant's account balance to the lessor of \$100,000 or 100% of the participant's balance if you meet one the above qualifications.
- You may now qualify for a new above-the-line tax deduction of \$300 for charitable contributions. The new deduction allows those who do not itemize their tax deductions to receive a tax credit of up to \$300 per individual from donating cash to a charity in 2020.
  - The new above-the-line \$300 deduction for cash gifts cannot be given to donor-advised funds (DAFs) or supporting organizations (SOs).
- The 2020 limit for cash gifts to most public charities was increased from 60% of adjusted gross income to 100% of AGI.
- The cutoff date for making 2019 IRA, Roth IRA, Health Savings Account, Archer Medical Savings Account and Coverdell Education Savings Account contributions for 2019 has been extended from April 15th to July 15th.

Sources: (37 & 38)



Whether you're changing jobs or retiring from OXY, knowing what to do with your hard-earned retirement savings can be difficult. An employer-sponsored plan, such as a Pension & 401(k), may make up the majority of your OXY retirement savings, but how much do you really know about that plan and how it works? There are seemingly endless rules that vary from one retirement plan to the next, early out offers, interest rate impacts, age penalties, & complex tax impacts.

Increasing your investment balance and reducing taxes is the key to a successful retirement plan spending strategy. Our advisors at The Retirement Group can help you understand how your retirement 401(k) fits into your overall financial picture and how to make that plan work for you.



**"Neither FSC Securities Corporation nor its representatives provide tax or legal advice. Please consult with your tax or legal professional"**

"Workers are far more likely to rely on their workplace defined contribution (DC) retirement plans as a source of income. 8 in 10 believe this will be a major or minor source of income in retirement. 3 in 4 expect income to come from their personal retirement savings or investments."

- Employee Benefit Research Institute

**As of March 2019, 71% of full-time private-sector American workers had access to an employer retirement plan, but only 56% chose to participate. Regardless of what you choose to do with the funds from your employer retirement plan, you're already ahead of 44% of all workers.(1)**

# OXY Pension Plan - Overview

## OXY Retirement Plan (Defined Contribution Plan)

The OXY Retirement Plan is funded entirely by OXY. It is a very important part of OXY's effort to help you achieve a comfortable retirement. You automatically participate beginning on your date of hire.

### CONTRIBUTION FORMULA

Oxy contributes an amount equal to 7% of your annual earnings up to the wage base plus 12% of earnings that exceed the wage base.

For example, assume you earn \$138,000 in 2019 and the wage base is \$132,900. Here is how the formula works:

7% of \$132,900	\$9,303
12% of \$5,100	+ \$612
<b>Total Annual Contribution</b>	<b>\$9,915</b>

#### Who's Eligible:

- All non-union, full-time and part-time employees
- Union-represented employees if provided for in the collective bargaining agreement

#### Vesting:

- You are fully vested after three years of OXY service

#### OXY's Contributions:

- 7% of your eligible pay up to the Social Security Wage Base (SSWB) (\$137,700 in 2020)
- PLUS 12% of your eligible pay above the SSWB

**Note:** Retirement contributions will be credited to the Supplemental Retirement Plan instead of the Retirement Plan if your annual base pay during the year exceeds the annual threshold amount (\$285,000 in 2020).

#### Contribution Limits 2020:

- Annual Compensation Limit = \$285,000
- Maximum Contribution Limit = \$57,000
  - Before-tax, Roth and after-tax employee contributions to the 401(k) Plan (excluding catch-up contributions)
  - OXY's company matching contributions to the 401(k) Plan
  - OXY's annual contributions to the Retirement Plan

# OXY Pension Plan - Overview

## OXY Retirement Plan

### Investment Options:

- OXY has a unique plan because you can decide how all contributions are invested.
- There are various investment fund options, each offering a different risk and return profile.

### When You Receive Your Account:

- Your Retirement Plan account becomes payable when you retire, become totally and permanently disabled, die or otherwise terminate your employment with OXY.
- In-service withdrawals of your vested balance are available at age 60, the plan's normal retirement age.

### Distribution:

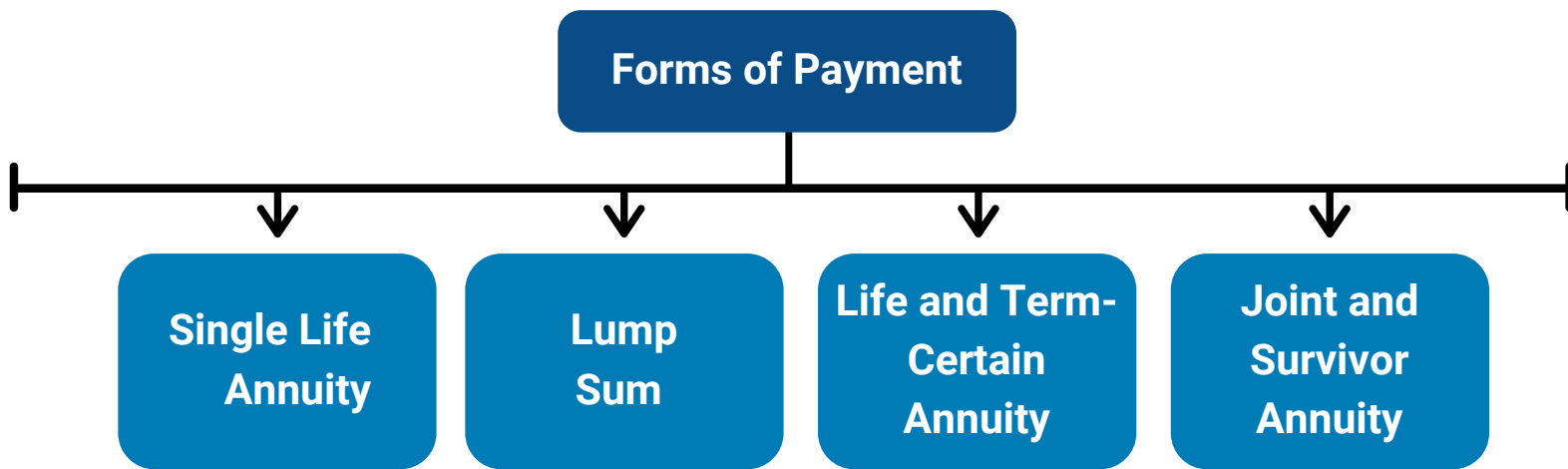
- When you decide to retire or would like to distribute your pension, your entire retirement account balance remains tax-deferred until you request a distribution. You (or your designated beneficiary, in the event of your death) may request distribution after you leave OXY or retire.

### Supplemental Retirement Plan (SRP):

Certain IRS limits may reduce the annual amounts OXY may contribute to your Retirement Plan and 401(k) Plan. If OXY's contributions to the Retirement Plan or 401(k) Plan are limited by these governmental caps, OXY will make contributions to the nonqualified Supplemental Retirement Plan (SRP). The SRP (formerly called the Supplemental Retirement Plan II or SRPII) is entirely paid by OXY.



# OXY Pension Plan: Distribution Options



- **Immediate Straight Life Annuity:** Provides a fixed monthly payment for your life. No monthly payments will be made after your death.
- **Total Lump-Sum Payment:** A single cash payment of your vested balance. The cash payment can be rolled over to an IRA or to a qualified employer plan.
- **Partial Cash Distribution:** A request for a specified dollar portion of your vested balance. The cash payment can be rolled over to an IRA or to a qualified employer plan. Your remaining balance will continue to participate in the fund investment performance.
- **Immediate 10-year Term Certain and Continuous Annuity:** Provides fixed monthly payments for your life with a guarantee by the insurance company that a minimum of 120 payments will be made even if you die before receiving all of them. Your designated beneficiary under the annuity will receive the remaining payments.
- **Immediate Joint and Survivor Annuity:** Provides fixed monthly payments for your life. On your death, 50%, 75% or 100% (depending on the percent you elect) of the original monthly payment will continue for the life of your joint annuitant. If you die, joint annuitant payments are payable only to the individual you name when you select this option. You may not change your joint annuitant after annuity payments begin. If you name your spouse as your joint annuitant, the annuity is payable only to that spouse—not to anyone else you may marry at a later date.
- **Total Deferral:** Defers distribution of your vested balance, but not beyond the year in which you reach age 72 at which time you will be required to begin receiving required minimum distributions (as discussed in Required Minimum Payments). You may revoke your deferral election at any time by submitting another distribution request.

# OXY Pension Plan: Payment Options

Thinking about what to do with your pension is an important part of planning for your retirement at OXY. Should you take the Lump Sum or Annuity? When should you take it? What is best for you and your family? To find out more information readout our "[Lump Sum vs. Annuity](#)" e-book.

You should routinely use the tools and resources found on The Retirement Group's e-brochure gallery, such as the [Energykit\(17\)](#), to model your pension benefit in retirement and the pension payment options that will be available to you.

You can also contact an OXY dedicated advisor at The Retirement Group at (800)-900-5867. We will get you in front of an OXY focused advisor to help you start the retirement process and tell you about your payment.

**Note:** We recommend you read the OXY Summary Plan Description. The Retirement Group is not affiliated with OXY.

## Next Step:

- Determine if you should take the OXY Pension as a Lump Sum or Annuity.
- How do interest rates affect your decision?
- Use the "[EnergyKit](#)" (17) to understand cash flow, interest rates, and explore which pension option might be the best fit for you during retirement.
- As you get closer to your retirement date, contact an OXY focused advisor at The Retirement Group and also read the applicable SPD Summary(4) to start your retirement process.
- OXY will need you to provide documents that show proof of birth, marriage, divorce, Social Security number, etc., for you and your spouse/legally recognized partner.
- OXY has Beneficiary Designation online to make updates to your beneficiary designations, if applicable to your pension program. Please read your SPD for more details(4)

**Do you know how much you need in retirement? Click here to read our ebook.**

**"Determining Cash Flow"**



## Lump-Sum vs. Annuity

Retirees who are eligible for a pension are often offered the choice of whether to actually take the pension payments for life, or receive a lump-sum dollar amount for the “equivalent” value of the pension – with the idea that you could then take the money (rolling it over to an IRA), invest it, and generate your own cash flows by taking systematic withdrawals throughout retirement.

The upside of keeping the pension itself is that the payments are guaranteed to continue for life (at least to the extent that the pension plan itself remains solvent and doesn't default). Thus, whether you live 10, 20, or 30 (or more!) years in retirement, you don't have to worry about the risk of outliving the money.

By contrast, selecting the lump-sum gives you the potential to invest, earn more growth, and potentially generate even greater retirement cash flow. Additionally, if something happens to you, any unused account balance will be available to a surviving spouse or heirs. However, if you fail to invest the funds for sufficient growth, there's a danger that the money could run out altogether, and that you may regret not having held onto the pension's “income for life” guarantee.

Ultimately, though, whether it is really a “risk” to outlive the guaranteed lifetime payments that the pension offers, by taking a lump-sum, depends on what kind of return must be generated on that lump-sum to replicate the payments. After all, if the reality is that it would only take a return of 1% to 2% on that lump sum to create the same pension cash flows for a lifetime, there is little risk that you will outlive the lump-sum even if you withdraw from it for life(10). However, if the pension payments can only be replaced with a higher and much riskier rate of return, there's also a greater risk those returns won't manifest and you could run out of money.

**For more information on  
lump sum vs. annuity,  
read our ebook**

**"Lump Sum vs. Annuity"**



## Interest Rates and Life Expectancy

In many defined contribution plans, current and future retirees are offered a lump-sum payout or a lifetime monthly pension benefit. Sometimes these plans have billions of dollars worth of unfunded pension liabilities, and in order to get the liability off the books, they offer a lump-sum.

Depending on life expectancy, the initial lump-sum is typically less money than regular pension payments over a normal retirement time frame. However, most individuals that opt for the lump-sum plan to invest the majority of the proceeds, as most of the funds aren't needed immediately after retirement.

Something else to keep in mind is that current interest rates, as well as your life expectancy at retirement, have an impact on annuity payout options of defined benefit pension plans. Lump sum payouts are typically higher in a low interest rate environment, but be careful because lump sums decrease in a rising interest rate environment.

Additionally, projected pension annuity benefits for active employees will often decrease as an employee ages and their life expectancy decreases. This is can potentially be a detriment of continuing to work, so it is important that you run your pension numbers often and thoroughly understand the timing issues. Other factors such as income needs, need for survivor benefits, and tax liabilities often dictate the decision to take the lump-sum over the annuity option on the pension.



**For more information on rising interest rates, read our ebook**

**"Rising Interest Rates"**

# OXY 401(k) Plan

## Occidental Petroleum 401(k) Savings Plan

### Eligibility Requirements:

- All non-union, full-time and part-time employees.
- Union-represented employees if provided for in the collective bargaining agreement.

**Note:** If you voluntarily terminate your employment from Occidental Petroleum, you will not be eligible to receive the annual contribution.

### Overview:

- You will automatically be enrolled in the 401(k) Plan with a before-tax contribution of 5% of base pay.
- Contributions begin with your first available paycheck after your hire date.
- OXY makes a matching contribution:
  - Two dollars for every dollar you contribute up to 2% of eligible pay,
  - Plus a dollar-for-dollar match on next 3% of pay, for a total match of up to 7%.
  - OXY's match is invested in the OXY Stock fund, which may be exchanged (traded) to any other 401(k) investment fund.
- Your contributions are invested in the Diversified Balanced Fund until you elect otherwise. OXY's matching contribution is invested in the OXY Stock Fund.

### Bonus Enrollment:

- Auto-enrollment does not apply to your bonus election.
- If you wish to contribute bonus pay to your 401(k) account, you must make a separate bonus election.
- Regular incentive bonus pay is eligible up to a maximum of \$100,000.
- OXY matches bonus pay contributions at the same percentages as your regular pay contributions.

**Note:** To change your elections access your OXY Voya account

## Occidental Petroleum 401(k) Savings Plan



**Vesting:** This refers to your ownership of your account balance in the Retirement Plan. Your vesting service begins on the first day of the month in which you are hired by OPC or any affiliate, whether or not the affiliate participates in the Retirement Plan. Your vesting service ends on the last day of the month in which you separate from service from OPC and all affiliates. You always are vested fully in your rollover account balance, if any.

You will be fully vested in your Retirement Plan on the earliest of the following events:

- You earn three years of vesting service,
- You reach age 60 while you are an active employee,
- You are determined to be eligible to receive benefits under OXY's Long-Term Disability (LTD) Plan,
- You qualify to receive disability benefits from the Social Security Administration for a disability that started while you were an active employee,
- You receive benefits under the Occidental Petroleum Corporation Notice and Severance Pay Plan or an equivalent plan or program for represented employees,
- You die while you are an active employee, or the plan is terminated by OPC while you are an active employee.

When you retire, if you have balances in your 401(k) plan, you will receive a Participant Distribution Notice in the mail. This notice will show the current value that you are eligible to receive from each plan and explain your distribution options. It will also tell you what you need to do to receive your final distribution. Please call The Retirement Group at (800)-900-5867 for more information and we can get you in front of an OXY focused advisor.

### Next Step:

- Watch for your Participant Distribution Notice and Special Tax Notice Regarding Plan Payments. These notices will help explain your options and what the federal tax implications may be for your vested account balance.
- "[What has Worked in Investing](#)"(18) & "[8 Tenets when picking a Mutual Fund](#)"(7).
- To learn about your distribution options, call The Retirement Group at (800)-900-5867. Click our e-book for more information on "[Rollover Strategies for 401\(k\)s](#)".(14)
- Use the OXY Online Beneficiary Designation to make updates to your beneficiary designations, if needed.



# OXY 401(k) Plan

When is the last time you reviewed your 401(k) plan account or made any changes to it? If it's been a while, you're not alone. 73% of plan participants spend less than five hours researching their 401(k) investment choices each year, and when it comes to making account changes, the story is even worse.

When faced with a problem or challenge, many of us are programmed to try to figure it out on our own rather than ask for help. The Christmas Eve ritual of assembling toys without looking at the instructions and that road trip when we refused to stop to ask for directions come to mind. But when we're talking about 401(k) investing, choosing to go at it alone rather than get help can hurt.

Over half of plan participants admit they don't have the time, interest or knowledge needed to manage their 401(k) portfolio. But the benefits of getting help go beyond convenience. Studies like this one, from Charles Schwab, show those plan participants who get help with their investments tend to have portfolios that perform better: The annual performance gap between those who get help and those who do not is 3.32% net of fees. This means a 45-year-old participant could see a 79% boost in wealth at age 65 simply by contacting an advisor. That's a pretty big difference.

Getting help can be the key to better results across the 401(k) board. A Charles Schwab study found several positive outcomes common to those using independent professional advice. They include:

- **Improved savings rates** – 70% of participants who used 401(k) advice increased their contributions.
- **Increased diversification** – Participants who managed their own portfolios invested in an average of just under four asset classes, while participants in advice-based portfolios invested in a minimum of eight asset classes.
- **Increased likelihood of staying the course** – Getting advice increased the chances of participants staying true to their investment objectives, making them less reactive during volatile market conditions and more likely to remain in their original 401(k) investments during a downturn. Don't try to do it alone.

Get help with your 401(k) investments. Your nest egg will thank you.

The benefits of getting help with your 401(k) investments >



= 79% more wealth

Source: 26

## In-Service Withdrawals

**General Rules:** You may withdraw amounts from your account while still employed by an employer under the circumstances described. Certain withdrawals are subject to regular federal income tax and if you are under age 59 ½ you may also be subject to an additional 10% penalty tax. You can determine whether you are eligible for a withdrawal, and request one, via internet access or by calling the Voya.

## Rolling Over Your 401(k)

As long as the participant is younger than age 70 ½, an in-service distribution can be rolled over to an IRA. A direct rollover would avoid the 10% early withdrawal penalty as well as the mandatory 20% tax withholding. Refer to your SPD for more information & possible restrictions on rollovers/withdrawals.

Because a withdrawal permanently reduces your retirement savings and is subject to tax, you should always consider taking a loan from the plan instead of a withdrawal to meet your financial needs. Unlike withdrawals, loans must be repaid, and are not taxable (unless you fail to repay them). In some cases, as with hardship withdrawals, you are not allowed to make a withdrawal unless you have also taken out the maximum available plan loan.

**Note:** The Plan Administrator reserves the right to modify the rules regarding withdrawals at any time, and may further restrict or limit the availability of withdrawals for administrative or other reasons, in its sole discretion. All participants will be advised of any such restrictions, which will apply equally to all employees.

**For more information about  
401(k) savings plans,  
read our e-book**

**"A Look at 401(k) Plan Fees"**

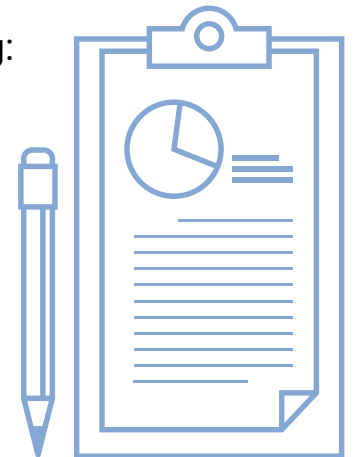
## Borrowing from your 401(k)

**Should you borrow from your 401(k)?** Maybe you lose your job, have a serious health emergency, or face some other reason that you need a lot of cash. Banks make you jump through too many hoops for a personal loan, credit cards charge too much interest ... and suddenly, you start looking at your 401(k) account and doing some quick calculations about pushing your retirement off a few years to make up for taking some money out.

It's your money, and you need it now. But take a second to see how this could adversely affect your retirement plans.

**Remember:** Borrowing from your 401(k) may result in the following:

- **Losing growth potential on the money you borrowed**
- **Repayment and tax issues, if you leave your employer**



**To find more in-depth information  
on our Energykit,  
click here**

**"Energykit"**

## Net Unrealized Appreciation (NUA)

When an Occidental Petroleum employee qualifies for a distribution they have three options:

- Roll-over your qualified plan to an IRA and continue deferring taxes
- Take a distribution and pay ordinary income tax on the full amount
- Take advantage of NUA and reap the benefits of a more favorable tax structure on gains.



## How does Net Unrealized Appreciation work?

First an employee must be eligible for a distribution from their qualified plan; generally at retirement or age 59 1/2, the employee takes a "lump-sum" distribution from the plan, distributing all assets from the plan during a 1 year period. The portion of the plan that is made up of mutual funds and other investments can be rolled into an IRA for further tax deferral. The highly appreciated company stock is then transferred to a non-retirement account.

The tax benefit comes when you transfer the company stock from a tax-deferred account to a taxable account. At this time you apply NUA and you incur an ordinary income tax liability on only the cost basis of your stock. The appreciated value of the stock above its basis is not taxed at the higher ordinary income tax but at the lower long-term capital gains rate, currently 15%. This could mean a potential savings of over 30%. Let's take a look at an example.

**For more information about  
Net Unrealized Appreciation,  
read our e-book**

**"Net Unrealized Appreciation"**



## Net Unrealized Appreciation Example



Let's assume the value of Occidental Petroleum stock within your account is \$500,000. The price you paid for the stock is \$75,000. If you roll the entire amount to an IRA you will owe nothing in taxes presently. Over time if you were in the 24% federal tax bracket you will pay \$120,000 in taxes for distributions.

If you were to take advantage of NUA you will pay ordinary income tax on the cost basis at the time of distribution. This totals \$18,000 in taxes today. The tax on the Net Unrealized Appreciation would be 15% of the gain, or \$63,750. Your total tax liability is \$81,750.

In this example, NUA saved nearly \$40,000 in taxes! A few things to keep in mind:

- Occidental Petroleum employees taking a distribution prior to age 59 1/2 may be subject to a 10% penalty.
- NUA makes more sense when employees have a low cost basis.
- It is important to take advantage of NUA prior to a rollover. Once you roll retirement assets to an IRA it is too late to take advantage of the potential savings. To qualify, you must be eligible for a lump-sum distribution of your entire qualified account.
- Stock shares must transfer in-kind to a taxable account. This means that the shares must not sell but must move from your qualified account into your new taxable account.

Net Unrealized Appreciation can be used in certain circumstances to save a substantial amount in taxes. Make sure that you consult with your tax and financial professionals to ensure that this is a good fit.



## IRA Withdrawal

**What is the most efficient way to take my retirement income?** Your retirement assets may consist of several retirement accounts – IRAs, 401(k)s, taxable accounts, and others. You may want to consider meeting your income needs in retirement by first drawing down taxable accounts rather than tax-deferred accounts. This may help your retirement assets last longer as they continue to potentially grow tax deferred. You will also need to plan to take the required minimum distributions (RMDs) from any employer-sponsored retirement plans and traditional or Rollover IRA accounts. That's because the IRS requires that you begin taking distributions from these types of accounts when you reach age 72 as for 2020. If you do not, the IRS may assess a 50% penalty on the amount you should have taken.

**Note:** New legislation allows individuals who did not turn 70 1/2 by the end of 2019 to take RMDs on April 1 of the year in which you turn age 72.

## Two flexible distribution options for your IRA

When you need to draw on your IRA for income or take your RMDs, you will find two flexible options. Please note that distributions from your IRA are subject to income taxes and may be subject to penalties and other conditions if your are under 59 1/2.

- Partial withdrawals: Withdraw any amount from your IRA at any time. If you are age 72 or over, you will have to take at least enough from one or more IRAs to meet your annual RMD.
- Systematic withdrawal plans: Structure regular, automatic withdrawals from your IRA; choose the amount and frequency to meet your retirement income needs. If you are under age 59 1/2, you may be subject to a 10% early withdrawal penalty unless your withdrawal plan meets Code Section 72(t) rules discussed[20].

**Note:** New legislation allows individuals who did not turn 70 1/2 by the end of 2019 to take RMDs on April 1 of the year in which you turn age 72.

Your tax advisor can help you understand distribution options, determine RMD requirements, calculate RMDs, and set up a systematic withdrawal plan. Neither FSC nor its representatives provide tax or legal advice. Please consult your attorney or tax advisor for answers to your specific questions. Remember, The Retirement Group is not affiliated with OXY.

# Your OXY Benefits

## OXY Benefits Annual Enrollment

As stated in your OXY SPD (4), Annual enrollment for your OXY benefits usually occurs each fall (Ex. Oct. 24 - Nov. 15, 2019.). Before it begins, you will be mailed enrollment materials and an upfront confirmation statement reflecting your benefit coverage to the address on file. You'll find enrollment instructions and information about your benefit options and contribution amounts. You will have the option to keep the benefit coverage shown on your upfront confirmation statement or select benefits that better support your needs. You can choose to enroll in eBenefits and receive this information via email instead.

### Next Step:

- Watch for your annual enrollment information in the September/November time frame.
- Review your benefits information and utilize the tools and resources available on the OXY Benefits Center website.

PLANS AND PROGRAMS	COVERAGE
Medical Care (Oxy and employee share cost)	Employee Only, Employee + One Dependent, and Family coverage available
Dental Care (Oxy and employee share cost)	Employee Only, Employee + One Dependent, and Family coverage available
Vision Care (Employee-paid)	Employee Only, Employee + One Dependent, Employee + Children, and Family coverage available
Flexible Spending Accounts (Employee contributions)	Pay for current year eligible health care and dependent care expenses with tax-free dollars
Health Savings Account (Employee contributions)	Save and pay for eligible current and future health care expenses with tax-free dollars—requires that you also enroll in the high-deductible medical plan option
Basic Life Insurance (Oxy-paid)	Two times base pay - Employee Only coverage
Basic Accidental Death and Dismemberment (Oxy-paid)	One times base pay - Employee Only coverage
Occupational Accidental Death & Dismemberment (Oxy-paid)	Two times base pay - Employee Only coverage
Group Universal Life Insurance (Employee-paid)	From one-half to eight times base pay, up to \$2 million; Spouse and dependent coverage available Optional tax-deferred savings feature available
Voluntary Accidental Death & Dismemberment (Employee-paid)	From one to ten times base pay up to \$1 million; Spouse and dependent coverage available
Short-Term Disability (Oxy-paid)	50% or 100% of base pay according to a service-related schedule
Paid Family Leave (Oxy-paid)	Paid time off for Pregnancy and Bonding Leave for birth moms; Bonding Leave for non-birth moms and dads; Family Care Leave for a family member with a serious health condition
Long-Term Disability (Employee-paid)	50% or 60% of monthly base pay - Employee Coverage
401(k) Savings Plan (Employee contributions and Oxy match)	Oxy matches two dollars for every dollar you contribute up to 2% of your eligible pay, plus dollar for dollar on the next 3% you contribute for a total of 7% available Company match
Retirement Plan (Oxy contributions)	Oxy contributes 7% of your eligible pay up to the 2020 Social Security Wage Base (SSWB) then 12% once you exceed the SSWB
MetLaw Group Legal Insurance (Employee-paid)	Access to trusted and affordable legal resources along with comprehensive fraud and credit monitoring services

### Things to keep in mind :

- 47% of Americans cite health care as their greatest economic concern.(27)
- Medical bills are the No. 1 cause of bankruptcy in the United States. (28)
- For older Americans, healthcare costs represent the second-largest expense, behind housing.(29)

# Your OXY Benefits

## Basic Life Insurance

This plan provides you with life insurance coverage equal to two times your annual base pay beginning on your date of hire. OXY pays the full cost for your coverage. Benefits are payable to your designated beneficiary under the plan.

## Group Universal Life (GUL) Insurance

You may purchase additional life insurance coverage under OXY's GUL Plan. You may elect coverage of one-half, one, or two times your base pay, up to a maximum of \$500,000, without providing proof of good health. Coverage up to eight times your base pay is available, however, coverage elected above the guarantee issue amount is subject to a statement of health for approval by the insurance carrier. The plan also offers coverage for your spouse and dependent children.

You pay the entire cost for GUL coverage based on an age-related premium schedule. You may make additional contributions to a tax sheltered savings account that provides guaranteed earnings if you elect either employee or spousal coverage. In addition, your GUL coverage is portable. When you leave OXY, you may continue your coverage by paying your premiums directly to the insurer.

**Note:** If you stop paying supplementary contributions, your coverage will end. You will not be able to reinstate it. Please read the OXY SPD[4] for more details.

## Basic Accidental Death and Dismemberment (Basic AD&D)

OXY will provide 24-hour Basic AD&D coverage, 365 days a year, for you in the event of death, or certain disabling injuries, resulting from a covered accident at no cost to you. Coverage amount is **one times your annual base pay**.

This plan also provides benefits called "Loss of Use Benefits" that are in addition to the benefit paid for loss of life or for certain disabling injuries such as paralysis or loss of limb(s) as a result of a covered accident.



# Your OXY Benefits

## Voluntary Accidental Death and Dismemberment (AD&D)

OXY's AD&D Plan can provide 24-hour financial protection for you and your eligible dependents for loss of life or limb resulting from a covered accident. If you enroll, you may also elect to cover your spouse, and each of your eligible dependent children will be covered at no additional cost.

Through payroll deductions you pay the entire cost for covering you and your spouse. You may elect from **one to ten times your annual base pay**, up to a maximum of \$1 million. If you enroll, you may also purchase spousal coverage equal to 50% or 100% of your elected coverage amount, up to a maximum of \$1 million. If you enroll, each of your dependent children are automatically covered for \$10,000.

In the event of accidental death, the benefit paid to your designated beneficiary will equal the full coverage amount. In the event of an accidental dismemberment, a percentage of the AD&D benefits are paid to you, depending on the nature of your injury.

## Retiree Medical Coverage

Under current plan provisions, employees who retire from OXY at age 55 or older with at least 10 years of OXY service are eligible for retiree medical coverage.

The OXY Retiree Medical Plan for 2020 is comprised of two separate retiree medical plans. Each year OXY will set the base contribution rate for each plan.

Your cost for retiree medical coverage will be one to four times the retiree base rate depending on:

- Your combined age and service at the time of your retirement.
- Medicare eligibility status for you and each enrolled dependent.
- Your elected level of coverage (Retiree only, Retiree +1, Family).

# Your OXY Benefits

## **Flexible Spending Accounts and Health Savings Account:**

Flexible Spending Accounts (FSAs) and the Health Savings Account (HSA) let you pay for many health care expenses with tax-free dollars. You may also contribute pretax dollars to a separate FSA to pay for qualified dependent care expenses so that you and your spouse can work.

Each year you decide how much money, if any, you wish to contribute pretax to each of your FSA accounts. You can pay for certain health care or dependent care expenses you incur during the year with those pretax dollars. Generally, each year you may contribute up to \$2,700 to a Health Care FSA and \$5,000 to a Dependent Care FSA.

If you enroll in the high-deductible medical plan option, you may also elect to contribute to an HSA, which is a special tax-advantaged savings account. Your tax-free balance in an HSA can be used to pay for both current and future medical expenses.

## **Retiree Medical Coverage**

### **Short-Term Disability (STD)**

- OXY's STD Plan provides financial security for you and your family if you are unable to work because of a short-term disability. It provides you with 50% or 100% of your base pay according to a service-related schedule for up to the first 26 weeks that you are unable to work because of an illness or injury.

### **Long-Term Disability (LTD)**

- OXY's LTD Plan is designed to provide you with continuing income in the event of a prolonged illness or injury. If you are totally disabled as defined under the terms of the LTD policy, monthly LTD benefits generally begin after the 26-week benefit period under OXY's STD Plan ends.
- You may elect either a 50% or a 60% income replacement option. Both options also provide a 6-month lump-sum survivor benefit in the event you die while receiving LTD benefits.



## What Happens If Your Employment Ends

Your life insurance coverage and any optional coverage you purchase for your spouse/domestic partner and/or children ends on the date your employment ends, unless your employment ends due to disability. If you die within 31 days of your termination date, benefits are paid to your beneficiary for your basic life insurance, as well as any additional life insurance coverage you elected.

### Note:

- You may have the option to convert your life insurance to an individual policy or elect portability on any optional coverage.
- If you stop paying supplementary contributions, your coverage will end.
- If you are at least 65 and you pay for supplemental life insurance, you should receive information in the mail from the insurance company that explains your options.
- Make sure to update your beneficiaries. See the SPD(4) for more details.

**If you aren't sure about finances  
after a job loss, read our e-book**

**"How to Survive Financially  
after a Job Loss"**

## OXY Beneficiary Designations

As part of your retirement and estate planning, it's important to name someone to receive the proceeds of your benefits programs in the event of your death. That's how OXY will know whom to send your final compensation and benefits. This can include life insurance payouts and any pension or savings balances you may have.

### Next Step:

When you retire, make sure that you update your beneficiaries. OXY has an Online Beneficiary Designation form for life events such as death, marriage, divorce, child birth, adoptions, etc.

# Social Security

Identifying optimal ways to claim Social Security is essential to your retirement income planning. For many retirees, understanding and claiming Social Security can be difficult. Social Security benefits are not designed to be the sole source of your retirement income, but rather a part of your overall withdrawal strategy. Knowing the foundation of Social Security and using this knowledge to your advantage can help you claim your maximum benefit.

It is your responsibility to enroll in Medicare parts A and B when you first become eligible – and you must stay enrolled to have coverage for Medicare-eligible expenses. This applies to your Medicare eligible dependents as well.

You should know how your retiree medical plan choices or Medicare eligibility impact your plan options. Before you retire, click on our e-book "[Social Security](#)" (11) for more information, contact the U.S. Social Security Administration directly at (800) 772-1213, call your local Social Security Office or visit [ssa.gov](#). They can help determine your eligibility, get you and/or your eligible dependents enrolled in Medicare or provide you with other government program information.

Year of Birth	Full Retirement Age
1943-1954	66
1955	66 and 2 months
1956	66 and 4 months
1957	66 and 6 months
1958	66 and 8 months
1959	66 and 10 months
1960+	67

**For more information on social security, read our e-book**

**"Social Security"**

**Next Step:** 

Check the status of your Social Security benefits before you retire. Contact the U.S. Social Security Administration by calling 800-772-1213. You can also call your local Social Security office or visit [ssa.gov](#). Also review The Retirement Group e-book on [Social Security](#).(11)



# Social Security: Medicare


If you or your dependents are currently or will become eligible for Medicare after you leave OXY, Medicare generally becomes the primary coverage for you or any of your dependents as soon as the individual becomes eligible for Medicare. This will affect your company-provided medical benefits. You and your Medicare-eligible dependents must enroll in Medicare Parts A and B when you first become eligible. Medical and MH/SA benefits payable under the company-sponsored plan will be reduced by the amounts Medicare Parts A and B would have paid whether you actually enroll in them or not. For details on coordination of benefits, refer to your summary plan description (SPD)(4).

If you or your eligible dependent do not enroll in Medicare Parts A and B, your provider can bill you for the amounts that are not paid by Medicare or your OXY medical plan, making your out-of-pocket expenses significantly higher.

According to the Employee Benefit Research Institute (EBRI), Medicare will only cover about 60% of an individual's medical expenses. This means a 65-year-old couple, with average prescription-drug expenses for their age, will need \$259,000 in savings to have a 90% chance of covering their healthcare expenses. A single male will need \$124,000 and a single female, thanks to her longer life expectancy, will need \$140,000.

Projected annual Medicare costs for an individual: Part B and Part D premiums<sup>13</sup> >

Year	Age	Part B	Part D	Annual B+D
2020	65	\$1,725	\$871	\$2,596
2030	75	\$3,238	\$1,636	\$4,874
2040	85	\$6,078	\$3,070	\$9,148

**Next Step:**  Get Medicare prescription drug information by visiting [medicare.gov](https://www.medicare.gov).

Check your SPD Summary(4) to see if you're eligible to enroll in Medicare Parts A and B (4). If you become Medicare eligible for reasons other than age, you must contact the OXY Benefits Center about your status.

How we can help:	Time to Retirement		
	Several Years	2 Years or Less	In Retirement
Familiarize you with individual healthcare plans	✓	✓	✓
Estimate your healthcare costs in retirement	✓	✓	✓
Design an overall retirement plan for you	✓	✓	✓
Incorporate healthcare costs into your plan	✓	✓	✓
Manage your plan to help you achieve your goals	✓	✓	✓
Explain the basics of Medicare		✓	✓
Familiarize you with the Medicare enrollment process			✓
Help you avoid coverage delays and possible penalties			✓

# Divorced or Divorcing?

## OXY and Divorce

Are you divorced or in the process of divorcing? Your former spouse(s) may have an interest in a portion of your OXY retirement benefits.

“Happily ever after” and “until death do us part” won’t happen for 28% of couples over the age of 50.<sup>3</sup> Most couples saved together for decades, assuming they would retire together. After a divorce, they face the expenses of a pre-or post-retirement life, but with half their savings.<sup>(33)</sup>

## What's required?

Before you can start your pension—and for each former spouse who may have an interest—you’ll need to provide OXY with the following documentation:

- A copy of the court-filed Judgment of Dissolution or Judgment of Divorce along with any Marital Settlement Agreement (MSA)
- A copy of the court-filed Qualified Domestic Relations Order (QDRO)

You’ll need to submit this documentation to the OXY online Pension Center regardless of how old the divorce or how short the marriage.

**IMPORTANT:** If you don’t provide OXY with the required documentation, your pension benefit could be delayed or suspended.

**For more information on strategies for divorce individuals, read our e-book**

**"Strategies for Divorced Individuals"**

# Divorced or Divorcing?

## Social Security and Divorce

You can apply for a divorced spouse's benefit if the following criteria are met:

- You are at least 62 years of age
- You were married for at least 10 years prior to the divorce
- You are currently unmarried
- Your ex-spouse is entitled to Social Security benefits
- Your own Social Security benefit amount is less than your spousal benefit amount, which is equal to one-half of what your ex's full benefit amount would be if claimed at Full Retirement Age (FRA)

Unlike with a married couple, your ex-spouse doesn't have to have filed for Social Security before you can apply for your divorced spouse's benefit, but this only applies if you've been divorced for at least two years and your ex is at least 62 years of age. If the divorce was less than two years ago, your ex must already be receiving benefits before you can file as a divorced spouse.

Divorce doesn't even disqualify you from survivor benefits. You can claim a divorced spouse's survivor benefit if the following are true:

- Your ex-spouse is deceased
- You are at least 60 years of age
- You were married for at least 10 years prior to the divorce
- You are single (or you remarried after age 60)



## In the process of divorcing?

If your divorce isn't final before your retirement date, you're still considered married. You have two options:

- Retire before your divorce is final and elect a joint pension of at least 50% with your spouse—or get your spouse's signed, notarized consent to a different election or lump sum.
- Delay your retirement until after your divorce is final and you can provide the required divorce documentation

# Survivor Checklist

## What your survivor needs to do

- Report your death. Your spouse, a family member or even a friend should call the OXY Benefits Service Center as soon as possible to report your death.
- Collect life insurance benefits. Your spouse or other named beneficiary will need to call the OXY Benefits Service Center to collect life insurance benefits.

## If you have a joint pension

- Start the joint pension payments. The joint pension is not automatic. Your joint pensioner will need to complete and return the paperwork from the OXY Pension Call Center to start receiving joint pension payments.
- Be prepared financially to cover living expenses. Your spouse will need to be prepared with enough savings to bridge at least one month between the end of your pension payments and the beginning of his or her own pension payments.

## If your survivor has medical coverage through OXY

- Decide whether to keep medical coverage.
- If your survivor is enrolled as a dependent in OXY-sponsored retiree medical coverage when you die, he or she needs to decide whether to keep it. Survivors have to pay the full monthly premium.



**Attend a Retirement Group Webinar  
on your OXY Pension Plan.  
Click here to reserve your spot!**

**Local Webinar RSVP**



# Life after OXY -- Why would I work?

## FINANCIALLY: BENEFITS OF WORKING

### Make up for Decreased Value of Savings or Investments.

Low interest rates have made it great for Lump Sums but harder to generate portfolio income. Some people continue to work to make up for poor performance of their savings and investments.

### Maybe you took an OXY offer & left earlier than you wanted and less retirement savings than you needed.

Instead of drawing down savings, some decide to work a little longer to pay for extras you've always denied yourself in the past. See our e-book "[Early Retirement Offers](#)" (9) for more information.

### Meet Financial Requirements of day-to-day living.

Expenses can increase during retirement and working can be a logical and effective solution to this problem.

### Keep Insurance or Benefits

You may choose to continue working in order to keep your insurance or other benefits. Many employers offer free to low cost health insurance, for part-time workers.

## EMOTIONALLY: BENEFITS OF WORKING

### Staying Active and Involved

Retaining employment, even if it's just part-time, can be a great way to use the skills you've worked so hard to build over the years and keep up with friends and colleagues.

### Enjoy Yourself at Work.

Just because the government has set a retirement age with its Social Security program doesn't mean you have to schedule your own life in such a manner. Many people genuinely enjoy their employment and continue working because their jobs enrich their lives.

### A New Job Opportunity comes along.

You might find yourself with very tempting job opportunities at a time when you thought you'd be withdrawing from the workforce.

#### A PAYCHECK PAYS OFF

Part-time work can really boost the odds of your nest egg being sufficient.



Notes: Assumes assets are 60% in stocks and 40% in bonds and withdrawals increase each year with inflation. Source: David Blanchett, Morningstar

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- (4) OXY Retirement Plan, 2019
- (5) <https://seekingalpha.com/article/4268237-order-withdrawals-retirement-assets>
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- (8) [Determining Cash Flow Need in Retirement](#) e-book
- (9) [Early Retirement Offers](#) e-book
- (10) [Lump Sum vs. Annuity](#) e-book
- (11) [Social Security](#) e-book
- (12) [Rising Interest Rates](#) e-book
- (13) [Closing The Retirement Gap](#) e-book
- (14) [Rollover Strategies for 401\(k\)s](#) e-book
- (15) [How to Survive Financially After a Job Loss](#) e-book
- (16) [Financial PTSD](#) e-book
- (17) [EnergyKit](#)
- (18) [What has Worked in Investing](#) e-book
- (19) [Retirement Income Planning for ages 50-65](#) e-book
- (20) IRS 72(t) code: <https://www.irs.gov/retirement-plans/plan-participant-employee/retirement-topics-tax-on-early-distributions>
- (21) [Strategies for Divorced Individuals](#) e-book
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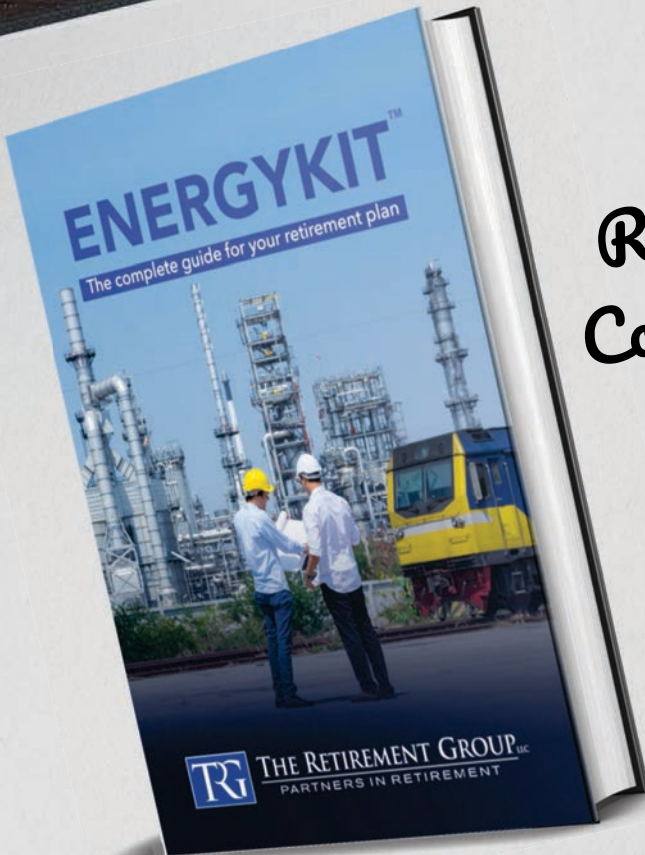
# For more resources

Mid-West Regional Office  
10733 Sunset Office Drive  
Suite 225  
St. Louis, MO  
Phone: 1-314-858-9090

North-West Regional Office  
2603 Camino Ramon  
(Bishop Ranch 3)  
San Ramon, CA 94583  
Phone: 1-800-900-5867

Mid-Atlantic Regional Office  
933 Pickering Drive  
Yardley, PA 19067  
Phone: 1-281-241-9886

South-West Regional Office  
1980 Post Oak Blvd.  
Suite #1500  
Houston, TX 77056  
Phone: 1-281-241-9886



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EnergyKit*



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