

DTNA adopted CARES Act provisions are listed below, these provisions allow employees who have been affected by the COVID-19 pandemic to access some of their 401k retirement funds and/or defer new or existing 401k loan repayments for one year. **Please note that July 31st is the end of the CARES Act provisions as they are stated at this time.**

Coronavirus-Related 401k Distribution (CRD):

- A ONE-TIME in-service distribution of up to \$30,000 from the 401(k) account.
- Not subject to mandatory 20% federal tax withholding at time of distribution. Taxed over 3 year period if not repaid.
- Waiver of IRS 10% early withdrawal penalty. May be repaid over a 3 year period from the date the distribution was received.

401k Loan Payment Relief:

- Participants may delay repayment of new or existing 401k loans for one year (for repayments outstanding Mar 27, 2020 - Dec 31, 2020).
- Delay in repayment will not cause the 401k loan to fail to meet the IRS requirement of the maximum 5 year loan term (for general loans), and 401k loans will be re-amortized after the 1 year period.
- Employee has the option to continue with repayment if they desire.

In order for employees to take advantage of these options, they would need to self-certify that they have been affected by the COVID-19 crisis in the following way/s:

- Employee, spouse or dependent tested positive for Covid-19
- Employee having been negatively affected financially by furlough or lay-off

For anyone interested in pursuing either of these 401k options, please contact VOYA directly for specifics at 1-855-401-5205.