401k Basic Info for Former Employees

When you leave the company, there are three basic options for what to do with your John Hancock 401k account:

1. Withdraw your money through John Hancock and be charged penalty taxes on the sum (more info on this in the Special Tax Notice).
2. Transfer the account to a new employer who offers a 401k plan.
3. Let your account continue to produce dividends on your investments and withdraw or transfer your funds later.

For withdraws (or transfers), John Hancock will be able to take care of this for you. You can enter information for them to send the money electronically, or you can have a check mailed to the address that we have on file for you in the system. You will be able to see this address on your account- reach out to me at Daniel.walsh@tropicalsoup.com if your address has changed and needs to be updated. After John Hancock and the third-party administrator for our company have reviewed your request, it will go to the HR Office for final authorization to release your funds.

This document is not intended to be your only source of information on this issue.

Please review the Special Tax Notice for additional details.