

Should You Rollover Your 401(k) on Separation from Service?

When you leave an employer, whether because of retirement or termination, an important issue is how to treat the money you have contributed to the company plan while you were working for that employer.

A good first question, can you leave your money in the company plan? The plan may require terminated employees to leave the plan, especially if the size of the employee's account is relatively small. If you cannot stay in the plan, then we know that rollover to another deferred account such as an IRA is the best option remaining. Typically, one is better off leaving the money in a deferred account instead of taking a full – and taxable – distribution when leaving the company plan.

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