



**To:** Plan Participants in the XL America, Inc. Employee Savings Plan

**About:** Qualified Birth or Adoption Distributions (QBAD)

AXA XL is pleased to announce that the XL America, Inc. Employee Savings Plan (the “Plan”) now offers Qualified Birth or Adoption Distributions (QBAD).

Under this new provision, Plan participants can take a distribution of up to \$5,000 to help cover costs associated with a newborn child or legal adoption. A QBAD must be made during the one-year period beginning on the date on which a child is born or the legal adoption of an eligible adoptee is finalized. Other features of a QBAD include:

- Each parent can separately receive a distribution of up to \$5,000 for the same child under their respective plans. This means that if both parents participate in the Plan, they can each receive a distribution of up to \$5,000 for the same child. If one of the parents participates in a plan sponsored by another employer, such as a 401(k) plan, 403(b) plan, and governmental 457(b) plan, or has an Individual Retirement Account (IRA), any distribution from that plan or IRA will be dependent on its applicable QBAD provisions. Defined benefit plans do not qualify for QBADs.
- If multiple births are involved, such as twins, the participant can receive a QBAD up to \$5,000 for each child.
- If a parent takes a QBAD from more than one Plan (for example, the XL America, Inc. Employee Savings Plan and an IRA), the aggregate amount taken cannot exceed \$5,000.
- An “eligible adoptee” is someone who has not attained age 18 or is physically or mentally incapable of self-support.
- The amount of a QBAD will be included in the Plan participant’s gross income, but no extra tax for early distribution will apply.
- Plan participants can repay a QBAD to the Plan or other investment accounts approved for repayment.
- This is just a brief summary of QBAD provisions. Other restrictions apply. The decision to take a QBAD can be complex and should be considered with care. You should seek the assistance of a qualified tax advisor.

**To request a QBAD or to learn more**

To request a QBAD, access your XL America, Inc. Employee Savings Plan account on Merrill’s Benefits OnLine® at [benefits.ml.com](https://benefits.ml.com). Under the **Summary** tab, select **Withdrawals/Rollovers** and follow the prompts. For more information or assistance, contact Merrill at 888.352.2891.

*The Company plans to continue the XL America, Inc. Employee Savings Plan (the “Plan”) but reserves the right to amend, modify, change or terminate the Plan at any time, both during and after your employment. In addition, this communication does not create a contract of employment between the Company and any colleague. This communication does not include all the details of the Plan. The specific details and rules of the Plan are included in the official Plan documents. If there is a conflict or difference between this communication and the official Plan documents, the Plan documents will govern.*

**Merrill, its affiliates, and financial advisors do not provide legal, tax, or accounting advice. You should consult your legal and/or tax advisors before making any financial decisions.**

*Merrill Lynch, Pierce, Fenner & Smith Incorporated (“Merrill”) provides products and services to various employers, their employees and other individuals. In connection with providing these products and services, and at the request of the employer, Merrill makes available websites on the internet, mobile device applications, and written brochures in order to provide you with information regarding your plan. Under no circumstances should these websites, applications, and brochures, or any information included in these websites, applications, and brochures, be considered an offer to sell or a solicitation to buy any securities, products, or services from Merrill or any other person or entity.*

Merrill Lynch, Pierce, Fenner & Smith Incorporated (also referred to as “MLPF&S” or “Merrill”) makes available certain investment products sponsored, managed, distributed or provided by companies that are affiliates of Bank of America Corporation (“BofA Corp.”). MLPF&S is a registered broker-dealer, registered investment adviser, member SIPC, and a wholly owned subsidiary of BofA Corp.

Investment products:

<b>Are Not FDIC Insured</b>	<b>Are Not Bank Guaranteed</b>	<b>May Lose Value</b>
-----------------------------	--------------------------------	-----------------------

Benefits OnLine is a registered trademark of Bank of America Corporation.

© 2021 Bank of America Corporation. All rights reserved. | 3717059 | 20212505-1 | 09/2021