YMCA RETIREMENT FUND
SAVINGS FOR LIFE

The 403(b) Savings Plan

Key Differences Between the Tax-Deferred and the Roth Accounts

	TAX-DEFERRED ACCOUNT	ROTH ACCOUNT
Contribution Taxation When are my contributions taxed by the Federal Government?	Later. Your contributions to the Tax-Deferred Account will be taxed when you take a distribution, typically at retirement.*	Now. Your contributions will be taxed in the year you contribute to the Roth Account.*
Saver's Credit How might my contributions impact my ability to qualify?	If eligible, contributions on a pre-tax basis lower your Adjusted Gross Income (AGI) towards qualification. For more information visit www.IRS.gov.	If eligible, contributions on an after-tax basis do not lower your Adjusted Gross Income (AGI) towards qualification. For more information visit www.IRS.gov.
Withdrawals at Age 59½ or Over How is my money taxed by the Federal Government upon withdrawal?	All of your money in the Tax-Deferred Account — contributions and Interest Credits — is subject to taxation upon withdrawal (which includes an annuity).	*If you satisfy the 5-calendar-year requirement*, all of your money in the Roth Account — contributions and Interest Credits — is *not* subject to taxation upon withdrawal (which includes an annuity).
Minimum Age for Lifetime Income If I meet the minimum balance threshold, when can I turn my account balance into a lifetime annuity?	You can begin receiving lifetime income in retirement from your Tax-Deferred Account at age 55.**	You can begin receiving lifetime income in retirement from your Roth Account at age 55.** However, interest may be subject to taxes if you're not yet age 59½.
RMDs If I don't annuitize, will I have to take required minimum distributions (currently age 73)?	Yes, and distributions may be included in your AGI.	No, and any qualified distributions are not included in your AGI.

** Not all states treat contributions and withdrawals the same as the IRS **Separate rules apply for Disability.*

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Contact the Fund via Live Chat at www.yretirement.org, or at 800-RET-YMCA (800-738-9622), M-F (9:00am-5:00pm ET)

DID YOU **KNOW?**

About the Roth Account

- **Any paid employee of a participating YMCA** — regardless of age, hours worked, length of service, or total compensation — can contribute to the Fund's Roth Account. Unlike a Roth IRA, eligibility is not subject to adjusted gross income limits.

- **You can contribute to the Fund's 403(b) Savings Plan** (Tax-Deferred Account and Roth Account) and to a Roth IRA, up to the maximum limits, pending total income and adjusted gross income qualification.

- **You can contribute to both the Roth Account and the Tax-Deferred Account** within the 403(b) Savings Plan during the same year up to the YMCA Retirement Fund contribution limits. Just remember, the limits represent a combination of all contributions to either account.

- **Consistent with other account types, contributions to the Roth Account** will receive the Interest Credit and Annuity Conversion Rates that are reviewed and established annually by the Board of Trustees.

- **When you're ready to retire**, just like the Tax-Deferred Account, you can convert your Roth Account into lifetime income in retirement (a lifetime annuity), take a lump sum distribution or periodic withdrawals, or execute a rollover.

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Due to the many tax implications associated with contributions and distributions from the Tax-Deferred Account and/or Roth Account, you may want to consult with a financial/tax advisor to help you understand how your unique situation could inform your decisions.
For questions on federal taxation rules and credits, contribution limits, and more, visit www.irs.gov.

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