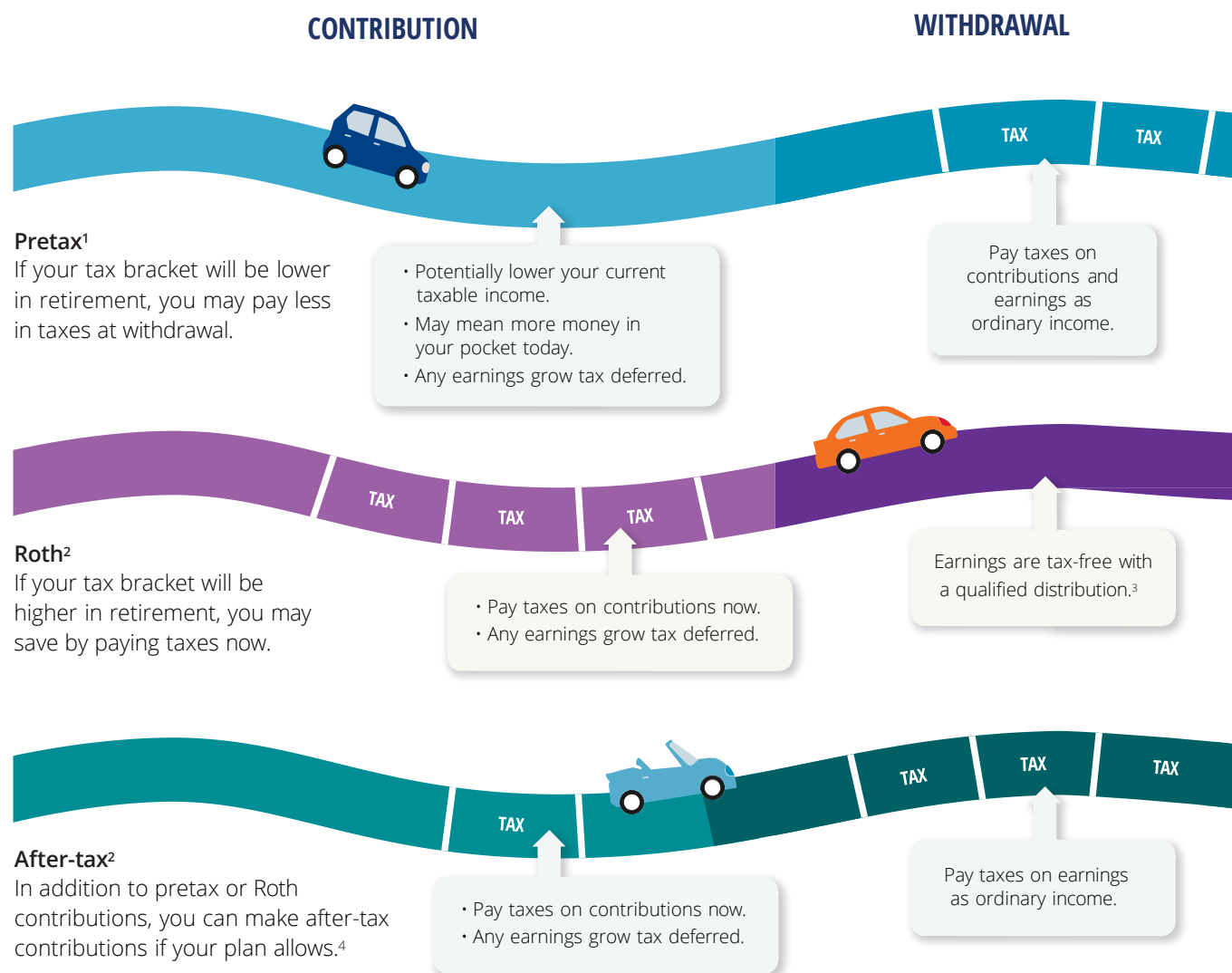


Pretax, Roth, and after tax: Which road to take?

Before you determine which road or combination of roads may be right for you, you'll need to consider a few important factors, including when you want to pay taxes. Let's take a closer look.



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What to know before you hit the road

	Pretax contributions	Roth contributions	After-tax contributions
Is my contribution taxable in the year I make it?		●	●
Is my contribution taxed when distributed?	●		
Are potential earnings on my contributions taxed when distributed?	●	No, provided that it is qualified distribution. ³	●
Can I contribute to both Roth and pretax plans?	●	●	N/A
If I change jobs, can I roll over my account?	●	●	●
	Yes, to an eligible employer plan (if the plan allows it) or to an IRA. ⁵ Consider all your options and their features and fees before moving money between accounts.		
If I experience a financial hardship, can I make a withdrawal?	●	●	●
	Yes, if your plan allows hardship withdrawals.		
Do I have to take a minimum distribution at age 72?	Once you reach age 72, you are generally required to begin taking minimum distributions. ⁶	Not required	Once you reach age 72, you are generally required to begin taking minimum distributions. ⁶
What is the maximum amount I can contribute?	You may contribute up to the IRS limit each year. Check irs.gov for the limits.		You may contribute more than the IRS employee deferral limits. ⁴

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¹ Contributions are made prior to tax withholding.

² Contributions are made after tax withholding.

³ Subject to requirements: Roth contributions must be in your account for at least five years and the money withdrawn after you have reached age 59½, died, or been disabled. If a distribution is not qualified, the earnings are taxed as ordinary income and may be subject to early withdrawal penalties.

⁴ After-tax contributions are subject to an annual plan maximum contribution limit.

⁵ Eligible employer plans include: qualified plans (e.g., 401(k), governmental 457(b) and 403(b) plans). Roth contributions can only be rolled over to another designated Roth account or to a Roth IRA.

⁶ If you are still employed with the employer who sponsors the plan or are less than a 5% owner of the business sponsoring the plan, you may not be required to take a minimum distribution. As of January 1, 2023, the IRS generally requires you to start taking required minimum distributions (RMDs) at age 73. (If you turned 72 in 2022 and delayed your first-time RMD until April 1, 2023, you must take your 2022 RMD by April 1, 2023, and your 2023 RMD by December 31, 2023.)

Investing involves risk, including possible loss of principal.

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