

▶ Roth 401(k) option offers tax-free retirement income

About the Roth 401(k) Option:

Your plan now gives you the option to contribute to a Roth 401(k) through your retirement savings plan. Does a Roth 401(k) make sense for you?

An additional way to save in your plan

Unlike your traditional, pre-tax 401(k), the Roth 401(k) allows you to contribute after-tax dollars, but then withdraw tax-free dollars from your account when you retire. The following information can help you decide whether the Roth 401(k) makes sense for you.

How the Roth 401(k) compares with your traditional, pre-tax 401(k)

Just as with your traditional, pre-tax 401(k):

- You elect how much of your salary you wish to contribute.
- Your contributions to a Roth 401(k) and traditional, pre-tax 401(k) cannot exceed IRS limits.
- Your contribution is based on your eligible compensation.

ACTION PLAN

- Read this information about the Roth 401(k) option.
- Contact a tax professional for specific advice on your personal situation.

Unlike your traditional, pre-tax 401(k), the Roth 401(k) allows you to withdraw your money tax-free when you retire. But it will also require you to make after-tax contributions now.

Who might benefit from a Roth 401(k)?

A Roth 401(k) could be a good option for:

- Younger employees who have a longer retirement horizon and more time to accumulate tax-free earnings.
- Highly compensated individuals who aren't eligible for Roth IRAs, but who want a pool of tax-free money to draw on in retirement.
- Employees who want to leave tax-free money to their heirs.

Taxes: Pay now or pay later

	Traditional Pre-tax 401(k)	Roth 401(k)
Employee contributions	Pre-tax dollars	After-tax dollars
Employee withdrawals	Taxable upon withdrawal	Tax-free upon withdrawal*

*In the event of either retirement or termination, your earnings can be withdrawn tax-free as long as it has been five tax years since your first Roth 401(k) contribution and you are at least 59½ years old. In the event of death, beneficiaries may be able to receive distributions tax-free if the deceased started making Roth contributions more than five tax years prior to the distribution. In the event of disability, your earnings can be withdrawn tax-free if it has been five tax years from your first Roth 401(k) contribution.



Smart move.®

The Roth 401(k): Is it right for you?

Four questions to ask yourself. The Roth 401(k) was designed to combine the benefits of saving in your tax-deferred workplace retirement plan with the advantage of avoiding taxes on your money when you withdraw it at retirement.

If you answer yes to some or all of these questions, the Roth 401(k) may be right for you.

1 Will I be in a higher marginal tax rate in retirement than I will be during my working years?

This is a question that nobody can answer with certainty. Marginal income tax rates have declined over the last two decades, and there have been several recent proposals in Congress to further lower income taxes. If tax rates were to continue to decline, a traditional, pre-tax 401(k) might be the better option. The same is true for individuals who expect their marginal tax rate to be lower in retirement as the result of a lower income.

Generally:

- If tax rates stay the same, a traditional, pre-tax or Roth 401(k) will likely yield the same nest egg after taxes.
- If tax rates rise, paying taxes now through a Roth 401(k) will likely yield a higher after-tax retirement benefit than a traditional, pre-tax 401(k).
- If tax rates decrease, deferring taxes now in a traditional, pre-tax 401(k) would probably benefit you more at retirement.

2 Can I afford to maximize my contributions and save up to the IRS limit?

If you can afford it, making maximum contributions to a Roth 401(k) may be a good option. Since any earnings accumulate tax-free rather than simply tax-deferred, a qualified Roth 401(k) distribution could provide more cash upon retirement than an equivalent traditional, pre-tax 401(k) distribution would.

3 Do I want to leave tax-free money to my heirs?

Your beneficiaries may be able to receive your Roth account tax-free if you die. Additionally, you can roll Roth 401(k) funds into a Roth IRA, potentially delaying minimum required distributions from those amounts during your lifetime.

4 Do I make too much money today to invest in a Roth IRA?

Unlike Roth IRAs, there are no maximum income limits for Roth 401(k) contributions. Even if your income is too high to qualify for a Roth IRA, you can make Roth 401(k) contributions.

Things to remember:

- Because Roth contributions are under the same IRS limits as pre-tax contributions to your plan, each dollar of a Roth contribution reduces the amount that can be contributed pre-tax (and vice versa).
- Your take-home pay will be less than it would be if you made an equivalent traditional pre-tax 401(k) contribution, because income taxes must be currently withheld and paid on after-tax Roth 401(k) contributions.

Sally's story

Sally earns \$40,000 annually and has elected to put 6% in her Roth 401(k) and 6% in her traditional, pre-tax 401(k) each month.

	Roth 401(k)*	Traditional, Pre-tax 401(k)*
Sally's monthly contribution into each account	\$200	\$200
Sally's reduction in take-home pay is different	\$200	\$150

*This hypothetical example is based solely on an assumed federal income tax rate of 25%. No other payroll deductions are taken into account. Your own results will be based on your individual tax situation.

Make an informed decision for your retirement readiness.

Your retirement plan now gives you the choice of contributing to your traditional, pre-tax 401(k) option, a Roth 401(k), or a combination of the two. Whether you choose the Roth 401(k) really depends on which option is likely to benefit you most in the future.

It makes sense to consult a personal tax adviser before making a final decision, but this short checklist can help you focus on the key considerations:

If you answered yes to some or all of these questions, a Roth 401(k) might be a good option for you.

Decision checklist

- 1. Do you expect to be in a higher tax bracket in retirement than you are now?**
 Yes No
- 2. Can you afford to maximize your contributions now?**
 Yes No
- 3. Do you want to leave tax-free money to your heirs?**
 Yes No
- 4. Do you earn too much to be eligible for a Roth IRA?**
 Yes No

HERE'S HELP

- Go to www.netbenefits.com and select "Tools & Learning" from the Home page. Under the "Learning" section, select "About 401(k)s."
- Call your plan's toll-free phone number to speak with a Fidelity representative.
- Contact a tax professional for specific advice on your personal situation.

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