

A Guide for Financial Planners

The YMCA Retirement Fund sponsors the Retirement Plan, which is a defined contribution, money purchase, church pension plan that is elected into certain provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). The Fund also sponsors the Tax-Deferred Savings Plan, which is a church retirement income account plan as defined in Section 403(b)(9) of the Internal Revenue Code.

Compare the Retirement Fund	Fund	401(k)
• Balances have never gone down	✓	X
• Steady Growth of retirement savings	✓	X
• Higher Annuity conversion rate	✓	X
• Annuities that last a lifetime	✓	X
• Ancillary Benefits: death & disability	✓	X

Your Financial Advisor and the Fund

Q. Can my financial planner speak directly with the Fund about my benefits?

A. If you wish for your financial advisor to speak directly with the Fund, you will need to complete the *Request for Release of Information to a Third Party* form and return it to the Fund. Once we have received the completed form, we can discuss your benefits with your financial advisor in the same manner that we would discuss them with you.

Your Accounts

Q. Which of my accounts can I withdraw in a lump sum?

A. Once your Y has notified the Fund that you have left employment, you may withdraw your Personal Account, After-Tax Account, 403(b) Smart Account and Rollover Account. If you have both of the following accounts, you can take a withdrawal based on your age and balance at the time you make the request:

	Your Age	Your Balance
• YMCA Account • YMCA Account (Legacy)	55 or Older	The combined sum of both accounts is \$100,000 or less

If the above example is not applicable, you can take a withdrawal based on the following:

	Your Age	Your Balance
• YMCA Account	Under 55	\$5,000 or less when you request the withdrawal
	55 or Older	\$100,000 or less when you request the withdrawal
• YMCA Account (Legacy)	Any Age	\$25,000 or less at the time you terminated Y employment

If your account(s) does not qualify for a withdrawal, you can use the funds for an annuity as early as age 55.

Q. Can I just take a partial withdrawal?

A. You may take a partial withdrawal from the Retirement Plan or the Savings Plan if all of the following are true:

- You are eligible to take a full withdrawal from that Plan (restrictions described earlier on the YMCA accounts may prohibit both a partial and a full withdrawal of the Retirement Plan).
- You have an available balance of \$10,000 or more in that Plan.
- Your withdrawal does not result in that Plan’s available balance dropping to \$5,000 or below.

Only one partial withdrawal per Plan is allowed in a three-month period, up to four partial withdrawals from the same Plan in a 12-month period. There is no cost for the first and second withdrawal, however a processing fee will be charged for the third and fourth withdrawal.

Q. When I retire, what are my options for my accounts?

A. You can choose to use all of your accounts to provide you with an annuity at retirement. The YMCA Account, as well as the YMCA Account (Legacy), must be taken in the form of an annuity if the balance is over \$25,000 per the rules above. All personal accounts, along with the 403(b) Smart Account and any accounts you may have rolled over, may either be taken as an annuity or as a lump sum withdrawal once you have left YMCA employment.

Annuity Options

Q. What kinds of annuities are available?

A. The Fund provides five basic annuity choices—two Single Life annuities and three Joint & Survivor annuities.

The Single Life annuities provide lifetime income for you only:

- **Maximum Life Annuity**—At your death there is no further benefit payable to anyone.
- **Principal Guarantee Annuity**—If you should die before you receive an amount equal to your account balances at the time you retire, your beneficiary would receive the remainder of that amount. For example, let's say you have \$200,000 in the Fund at the time you retire. At the time of your death, you have only received \$150,000 in annuity payments. The remaining \$50,000 would be paid to your beneficiary. Conversely, if you had \$200,000 in the Fund when you retired but you receive \$250,000 in annuity payments before you die, your beneficiary would not receive anything. You can name any number of beneficiaries (including charitable organizations and trusts) as long as you indicate the percentage that you would like each to receive.

Joint & Survivor annuities provide income for both you and a survivor:

- Depending on your choice, your survivor will receive 100%, 75% or 50% of the amount that you received.
- The beneficiary you choose at the time you retire is the person who will receive the annuity. Once you begin receiving your annuity, you cannot change your named survivor under any circumstance, including a change to your marital status.
- If your survivor dies before you do, there are no more payments made after your death.

Q. What if I wish to begin my annuity before I begin Social Security?

A. The Social Security Leveling option is available to anyone who begins their annuity prior to age 62. Between the time you retire and the time you reach age 62, the Fund sends you payments based both on your annuity as well as your estimated Social Security payment. At age 62, the Fund reduces the payment it sends you by the amount of your estimated Social Security benefit.

Q. What if I chose a Joint & Survivor Annuity and I outlive my survivor?

A. At the time you select your annuity, you may opt for a Joint & Survivor annuity with Pop-Up option. This way, if your beneficiary dies before you do, the amount we pay you each month increases to the amount of the Maximum Life Annuity.

Q. Is there a Retired Death Benefit?

A. The Fund offers a Retired Death Benefit for those using their Retirement Plan accounts for an annuity. If you are age 55 or older on January 1, 2019, you may elect to use up to 90% of your Retired Death Benefit to increase your monthly annuity or you can designate a beneficiary(ies) to receive the full benefit upon your death. If you are younger than age 55 on January 1, 2019, the full Retired Death Benefit will be paid to your beneficiary(ies) upon your death.

Q. Do the Plans both come with the same options?

A. Yes, each plan provides the same annuity options, however, the *Retired Death Benefit* is only offered in the Retirement Plan.

Each plan operates independently. You can decide whether to withdraw your accounts or start an annuity with your money in either plan, while leaving your money in the other plan to earn interest. You can make these decisions for each plan at different times. You can also choose different annuity options in different plans. For example, you may choose to take a Joint & Survivor option in the Retirement Plan (providing continuing income to a beneficiary) while choosing the Principal Guarantee Annuity in the Savings Plan (making sure your beneficiary receives everything you had contributed).

Further Information

Q. Where can I get information about my possible payment under each of these options?

A. The Annuity Calculator on the Fund's website (www.yretirement.org) can provide you with a customized estimate of your benefits under the Maximum Life Annuity, the Principal Guarantee Annuity and the Joint & Survivor Annuities. Here you can enter different "what if" scenarios about your plan for retirement, such as your planned retirement date, your contributions to a 403(b) Smart Account, and what percentage of your Retired Death Benefit you wish to use toward your annuity. You can also request an estimate by contacting the Fund's Customer Service Department at 800-RET-YMCA.

Q. What other Fund publications should I share with my financial planner?

A. The Fund's website (www.yretirement.org) features a section on Basics & FAQs, as well as Forms & Publications, where you can find *Guiding You Through the YMCA Retirement Fund* and the *Summary Plan Description*.