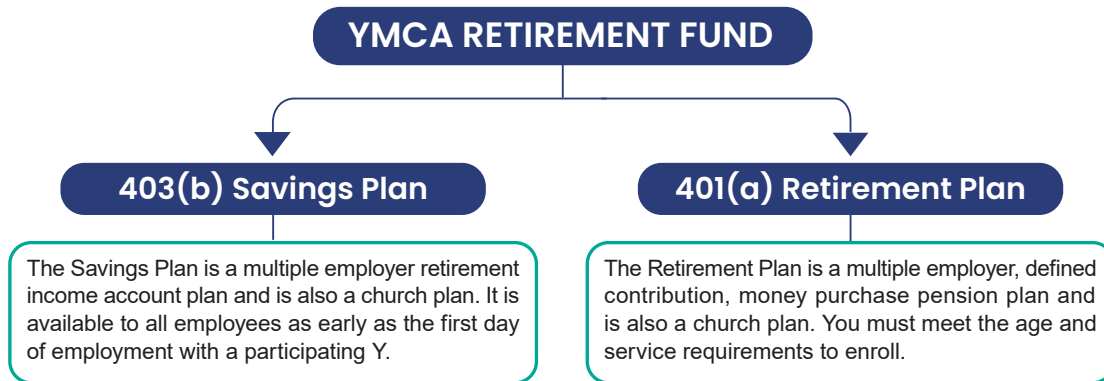


## One Fund, Two Plans

The YMCA Retirement Fund offers two plans to help YMCA employees build their retirement savings: the 403(b) Savings Plan and the 401(a) Retirement Plan. The 403(b) Savings Plan provides you the opportunity to start saving on day one of your employment and you are able to increase or change your contributions at any time. You are enrolled in the 401(a) Retirement Plan once you satisfy the age and service requirements, and contributions are determined by your Y.



- **When can I start saving for retirement?**

From your first day of employment, you can begin to save for retirement in a Tax-Deferred Account, a Roth Account, or both in the 403(b) Savings Plan. You can also roll in money from certain eligible plans. Learn more at [www.yretirement.org](http://www.yretirement.org).

- **Becoming Eligible for the 401(a) Retirement Plan**

To become eligible for the 401(a) Retirement Plan, you must have completed 1,000 hours of service during each of any two 12-month periods, beginning with your date of hire or anniversary date. The two 12-month periods do not have to be consecutive. You must also be at least 21 years of age. Once eligible, your Y will enroll you in the Plan.

- **Vesting in the 401(a) Retirement Plan and 403(b) Savings Plan**

Vesting is the right to ownership of amounts in your accounts. You are immediately vested in the 403(b) Savings Plan upon enrolling. When you meet the eligibility requirements for the 401(a) Retirement Plan, your participating Y will enroll you, and you will be immediately vested.

## Contributions and Taxes

### The 403(b) Savings Plan

You'll have to pay applicable Social Security and Medicare taxes on the amounts you contribute, but you can save pre-tax in a Tax-Deferred Account, after-tax in the Roth Account, or both. You can also roll in money from other eligible plans. Depending on the type of rollover, it will be reflected in a separate Rollover or Roth Rollover Account. Rollover accounts will earn interest credits and may be turned into lifetime income in retirement after a certain period of time. A direct or indirect rollover from a Roth IRA or an indirect rollover from a Roth Account in an employer-sponsored retirement plan will not be accepted.

### The 401(a) Retirement Plan

Contributions made by your Y to the YMCA Account, and the interest credited to that account are not taxed until you take money out in the form of an annuity or a withdrawal. If your Y requires you to make contributions to the Personal Account, your contributions have already been taxed. Because these contributions are after-tax, only the interest credited to those contributions is taxed when you take money out in the form of an annuity or a withdrawal.