

Guide to Leaving and Retiring from Y Employment

Q. What accounts can I withdraw or roll over to another qualified employer plan or IRA when I leave YMCA employment?

A. From all accounts except the Roth Account and Roth Rollover Account, a *Required Minimum Distribution* (described on page 2), must be withdrawn and cannot be rolled over.

The option to withdraw from the YMCA Account and YMCA Account (Legacy) is based on your age and balance at either the time you terminate YMCA employment or make the request, as explained below. You can withdraw your balance according to the table below.

403(b) SAVINGS PLAN

ACCOUNT TYPE	YOUR AGE	YOUR BALANCE
Tax-Deferred Account	Any Age	Any balance
Rollover Account (<i>rollovers made on or after 3/1/03</i>)	Any Age	Any balance
Roth Account	Any Age	Any balance
Roth Rollover Account	Any Age	Any balance

401(a) RETIREMENT PLAN

ACCOUNT TYPE	YOUR AGE	YOUR BALANCE
Personal Account	Any Age	Any balance
After-Tax Account	Any Age	Any balance
Rollover Account (<i>pre-3/1/03</i>)	Any Age	Any balance
YMCA Account	Under 55	\$5,000 or less
	55 or older on or after July 1, 2022	\$100,000 or less
	55 or older on or before June 30, 2022	Any balance
YMCA Account (Legacy)	Any Age	\$25,000 or less at the time you terminated Y employment
	55 or older on or after July 1, 2022	\$100,000 or less when you request the withdrawal, provided you do not have a YMCA Account as well
	55 or older on or before June 30, 2022	Any balance
YMCA Account and YMCA Account (Legacy)	55 or older on or after July 1, 2022	The sum of both accounts is \$100,000 or less
	55 or older on or before June 30, 2022	Any balance

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

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Q. Can I just take a partial withdrawal?

A. You may take a partial withdrawal from your accounts in the 401(a) Retirement Plan or 403(b) Savings Plan if:

- You meet the requirements for taking a full withdrawal per the chart above, AND:
- You have a balance of \$10,000 or more in the Plan,
- The withdrawal is at least \$5,000, and
- The withdrawal does not result in your balance dropping to \$5,000 or below.

Only one partial withdrawal per Plan is allowed in a three-month period, and you may take 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 \$50 processing fee will be charged for the third and fourth withdrawal within a 12-month period.

Q. Will I pay taxes if I take my money out?

A. If you roll over your distribution to an eligible retirement plan or IRA, you will not pay taxes until you take a distribution from that retirement account. If you don't roll over your distribution, the taxable portion of the distribution will be taxed as ordinary income in the year you receive it. The Fund is required to withhold 20% of the taxable portion towards your federal income taxes. If you are under 59½, an additional 10% penalty for early withdrawal may apply. Qualified distributions from your Roth Account or Roth Rollover Account or Roth rollovers from a Roth Account or Roth Rollover Account are not taxable.

Q. How do I request a withdrawal or rollover?

A. To request a withdrawal, log in to your account at www.yretirement.org and select *Withdrawal/Rollover Request* from the **Account Services** menu on the left side of the page. To securely upload your completed form/documents, go to the *Document Uploader*. After you submit your request, it will take at least 14 business days (not including mailing time) to receive your check. If you are taking a *Required Minimum Distribution*, you must contact the Fund.

Q. Can my money stay at the Fund after I leave YMCA employment?

A. If the total of your accounts in either Plan (including rollover accounts) is more than \$5,000, you can keep your balances in that Plan until you are ready to start an annuity or take a distribution. If either Plan has \$5,000 or less, you must complete a withdrawal or roll it over to an eligible retirement plan or IRA (or a Roth IRA or designated Roth account in an eligible retirement plan if you have a Roth Account or Roth Rollover Account) within 180 days of leaving. An exception is if you have more than \$5,000 in the 401(a) Retirement Plan but \$5,000 or less in the 403(b) Savings Plan. Then you may leave both Plans at the Fund.

Q. If my money can stay at the Fund, when must I begin taking distributions from the Fund?

A. Except for a Roth Account or a Roth Rollover Account, you must either start an annuity or take a withdrawal of a certain amount calculated under the pension rules, referred to as a *Required Minimum Distribution*, after age 70½ (if you were born before July 1, 1949), after age 72 (if you were born on or after July 1, 1949 and before January 1, 1951), after age 73 (if you were born on or after January 1, 1951 and before January 1, 1960). A *Required Minimum Distribution* may not be rolled over to an eligible retirement plan or IRA.

Q. Can I continue to contribute after I leave YMCA employment?

A. No, neither you nor the YMCA can make further contributions including rolling money into the 403(b) Savings Plan. However, your accounts will continue to earn interest.

Q. What happens if I go to work for another participating YMCA?

A. As long as you are vested in the 401(a) Retirement Plan, you will be immediately enrolled in the 401(a) Retirement Plan at your new YMCA. If you wish to start or continue contributions in a 403(b) Savings Plan, you will need to complete a new *YMCA Retirement Fund 403(b) Savings Plan Enrollment Form and Wage Reduction Agreement* form.

Retiring from YMCA Employment

Q. Do I have the option to withdraw my accounts from the Fund?

A. For information about the accounts you can withdraw, please refer to page 1.

Q. Can the Fund convert my accounts into an annuity?

A. Yes, the Fund can convert your accounts into an annuity, which is a stream of payments paid to you for the rest of your life. Any amounts rolled in on or after July 1, 2021, including Roth rollovers, must be at the Fund for at least 5 years in order to be converted into an annuity.

Q. Does the Fund offer different annuity options to choose from?

A. Yes. Individual needs are different, so the Fund offers several different annuity options ranging from Single Life Annuities (which provides monthly income as long as you live) to Joint & Survivor Annuities (which provides

monthly income as long as you or your survivor lives). Once you begin receiving your annuity, your named survivor cannot be changed. Go to www.yretirement.org to learn more.

Q. When can I start receiving an annuity?

A. You can start an annuity as early as age 55.

Q. How much money do I need to have in my account(s) in order to start an annuity?

A. As long as you have more than \$5,000 in either the 401(a) Retirement Plan or the 403(b) Savings Plan, you qualify for an annuity. To combine an annuity from both Plans at the same time, you must have more than \$5,000 in each Plan. You can also start an annuity with the monies saved in either the 401(a) Retirement Plan or the 403(b) Savings Plan, while leaving your money in the other Plan to continue to earn interest.

Q. How is my annuity payment calculated?

A. Your annuity is calculated based on your account balances at retirement, the interest rates used to convert your account balances into an annuity, the annuity option you select, and your age at retirement. If you choose a Joint & Survivor Annuity, the age of your survivor is factored into your calculation.

Q. How do I start receiving an annuity?

A. You should notify the Fund's Customer Service Department at least 30 days and up to 180 days in advance of when you wish to start receiving an annuity. We will mail an *Annuity Application Kit* to you, which includes your personalized annuity estimates.

Q. Does the Fund withhold federal income tax from my annuity payment?

A. You can choose the amount of federal income taxes to be withheld from your annuity payment or, as long as you are not a foreign person or a U.S. citizen requesting delivery outside of the U.S. or its possessions, you can elect that no federal income taxes be withheld. Complete an IRS *Form W-4P*, which is sent to you with your *Annuity Application Kit*. IRS *Form W-4P* can also be located on our website and withholdings updated at any time. If you request that the Fund not withhold federal taxes, you will be responsible for paying any taxes directly to the IRS when you file your return. If the Fund does not receive a completed *Form W-4P* from you, a default rate of federal income taxes will be withheld from your annuity payment. Log in to your account at www.yretirement.org and go to Document Uploader under Account Services to securely upload your completed form/documents.

Q. Can I retire and then return to work for a YMCA?

A. Federal tax law generally prohibits a pre-arranged strategy to collect retirement benefits while still employed. It is also a violation of the Retirement Plan's rules.

Q. What if I have taken a loan from my 403(b) Savings Plan Account(s) and have not paid it back in full?

A. If payment in full is not received timely by the Fund, your 403(b) Savings Plan account(s) will be reduced (offset) on the default date listed above to satisfy the payoff amount. An offset is considered a taxable distribution.