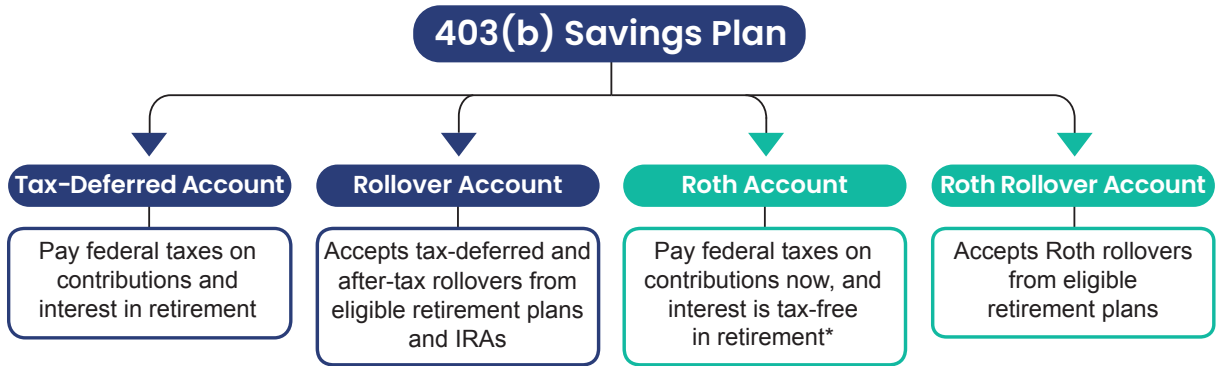




The 403(b) Savings Plan is Expanding

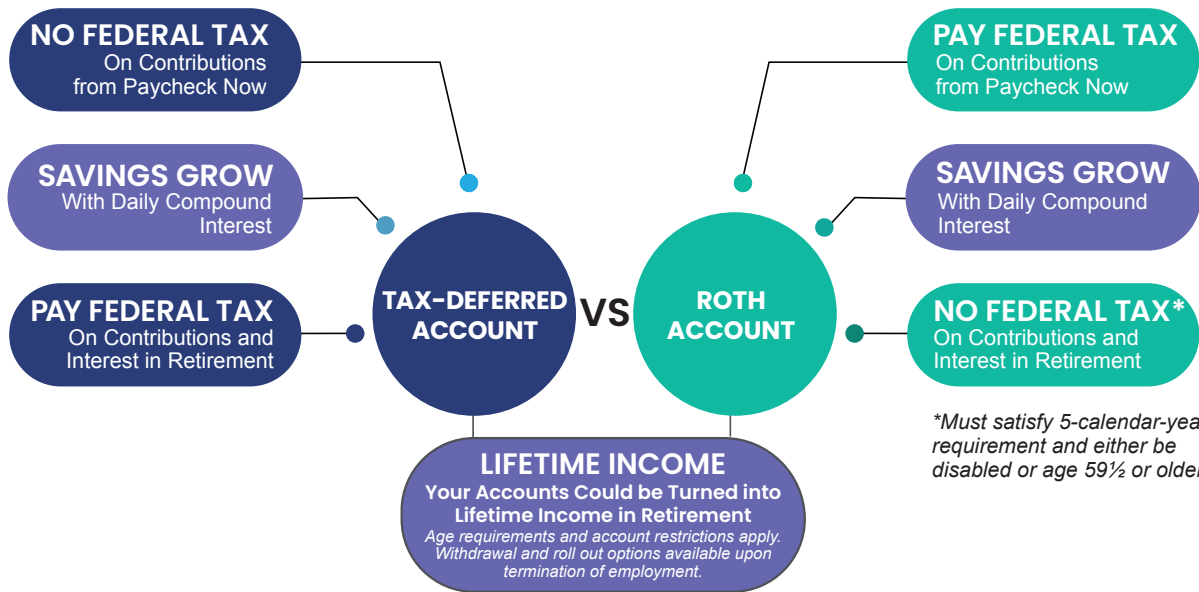
The YMCA Retirement Fund's 403(b) Savings Plan is an easy and accessible way for YMCA employees — like you! — to start saving for retirement. As of January 1, 2024, you have the option to save in a new Roth Account within the Savings Plan, in addition to the existing Tax-Deferred Account (*formerly called the Smart Account*). Adding the Roth Account option gives you the flexibility to save in a way that works best for your unique retirement goals.



**Must satisfy 5-calendar-year requirement and either be disabled or age 59½ or older.*

Tax-Deferred Account vs. Roth Account

You can choose to save in either or both, and choosing which option can depend on several factors. One of the biggest differences between the Tax-Deferred Account and the Roth Account is when your contributions and earnings from interest credited to your Accounts will be taxed by the Federal Government, if at all.



**Must satisfy 5-calendar-year requirement and either be disabled or age 59½ or older.*

March 2024

Contact the Fund 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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Frequently Asked Questions About the Roth

● **What is the Roth Account?**

The Roth Account is an after-tax retirement savings option in which employees will pay federal taxes on contributions now instead of in the future.

● **Who is eligible to contribute?**

Any paid employee at a participating YMCA can contribute regardless of length of time at the Y, age, hours worked, or total compensation.

● **How are contributions made?**

Contributions are made to the Roth Account via payroll deduction. You can change future contributions to the Roth Account at any time.

● **How much can I contribute?**

You can contribute an amount that works for your budget. There is no minimum, but there are YMCA Retirement Fund and IRS contribution limits. Visit the Fund's website at www.yretirement.org to learn more.

● **How do contributions to the Roth Account grow with the Fund?**

Consistent with other account types, contributions to the Roth Account receive the Interest Credit and Annuity Conversion Rates that are reviewed and established annually by the Board of Trustees.

● **When can I take a distribution from my Roth Account?**

You may take qualified distributions — free from federal taxation — from your Roth Account as long as your first contribution to the Roth Account was more than 5 calendar years earlier, **and** you've reached the age of 59½ or are disabled. Under the rules of the 403(b) Savings Plan, distributions can also be taken for reasons including termination of employment, disability, death, or financial hardship. Non-qualified distributions will be subject to federal taxes on the interest credited to your Roth Account if you're under the age of 59½, or the Roth hasn't satisfied the 5 calendar-year requirement and may be subject to an additional 10% excise tax (unless you satisfy an IRS exception).

● **Can I roll money in from past Roth plans?**

Yes, you can make a direct rollover of your Roth account from an eligible employer plan to the Fund. This will be reflected in a separate Roth Rollover Account. That money will receive Interest Credits and can 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.

● **Can I take a loan or a hardship withdrawal from my Roth Account?**

Yes, you can take a loan or hardship withdrawal from your Roth Account while you are employed with the YMCA.

● **Can I convert my current Tax-Deferred or Rollover Account to a Roth Account?**

No. In-plan conversions are not available.