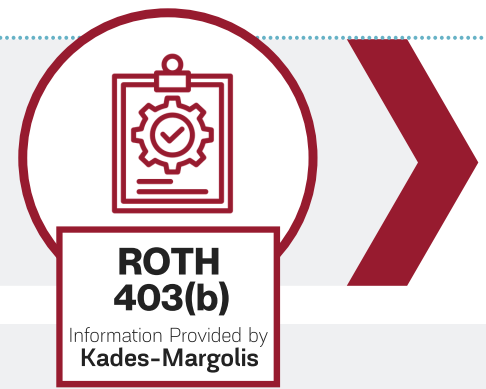


The Roth 403(b) Program 2020



Roth 403(b) Information

- ▷ A supplemental voluntary retirement plan that allows participants to make contributions with **post-tax** dollars rather than **pre-tax** dollars. Contributions do not reduce the participant's taxable wages
- ▷ Withdrawals of your contribution and earnings can be made tax free, assuming you have reached age 59^{1/2} and the account has been held for at least five years
- ▷ Employees may contribute the lesser of 100% of annual salary or \$19,500
- ▷ \$6,500 catch-up allowed if you are age 50 or older for a total of \$25,000

Advantages

- ▷ There are no Adjusted Gross Income threshold constraints (as with a Roth IRA)
- ▷ School employees can have a tax-free source of funds at retirement (if all Roth 403(b) requirements are met)
- ▷ School employees can still tax shelter current income by using an IRS 457(b) Plan

WHAT KADES-MARGOLIS CAN DO FOR YOU

- ▷ Provide in-service programs to administrators, teachers, and/or support staff about the 403(b) tax laws, the increased elective deferral limits, and employer contributions to a 403(b)
- ▷ Provide employees with a wide variety of investment options, including mutual funds and variable annuities, for their elective deferrals or employer contributions

FOR MORE INFORMATION, CONTACT YOUR KADES-MARGOLIS FINANCIAL ADVISOR, OR OUR EMPLOYER BENEFITS DEPARTMENT AT 800-433-1828 EXT. 3



US Kades-Margolis
Employer Benefits

800-433-1828 | 4kmc.com