

Should You Consider a Roth Feature?



Your personal situation, current tax rate and expectations of your future tax rate should guide your choice. With a Roth, you'll pay income tax on your contributions and enjoy tax-free distributions in retirement. That can make it a good option over a traditional plan if you expect your tax rate to be higher when you retire.

As you use the charts below to help weigh your options, consider whether it makes more sense for you to pay taxes now or later. Be sure to carefully evaluate your individual tax situation, which may require the assistance of a qualified tax or financial advisor.

Assumption	Strategy	Best Option
Tax rate will be lower in retirement	Pay taxes later	Traditional, pre-tax plan
Tax rate will be higher in retirement	Pay taxes now	Roth plan
Tax rate will be the same	Pay taxes now or later	Both options produce same benefit

Comparing Options

	Traditional Option (pre-tax)	Roth Option (after-tax)
2025 contribution limits	\$23,500 (combined with any Roth contribution)	\$23,500 (combined with any traditional, pre-tax contribution)
2025 catch-up limit (age 50 to 59, 64+)	\$7,500 (combined with any Roth contribution)	\$7,500 (combined with any traditional, pre-tax contribution)
2025 catch-up limit (age 60 to 63)	\$11,250 (combined with any Roth contribution)	\$11,250 (combined with any Roth contribution)
Employer match	May be provided	May be provided
Taxation at distribution	On contributions and earnings	No federal taxes on qualified distributions ¹
Required distributions	Age 73 or retirement, whichever comes later ²	No longer required as of 2024

¹ A distribution is qualified if it has been at least five years since the first contribution and the participant is at least 59½, disabled or deceased.

² If the retirement plan account is an IRA or the account owner is a 5 percent owner of the business sponsoring the retirement plan, the required minimum distributions (RMDs) must begin once the account holder is age 73, regardless of whether he or she is retired. If the account is a Roth IRA, there is no RMD at the age of 73.

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