



**TRADITIONAL/Pre-tax
VS.
ROTH**

Which contribution is right for you?

Applies to both the 401(k) and 403(b) plans at Hendrick

	Traditional/Pre-tax	ROTH
Contributions	Pre-Tax Lowers your taxable income in the current year	After Tax
Distributions in retirement	Taxable	Tax-free, including earnings*
Contribution Limits 2024	\$23,000 Additional \$7,500 if age 50 or older	\$23,000 Additional \$7,500 if age 50 or older
Required Minimum Distribution	Age 73, unless working for the sponsoring employer	Age 73, unless working for the sponsoring employer
This option might be right for you if:	You expect to be in a lower tax bracket during retirement. You currently need as much take-home pay as possible, even if it means paying taxes on distributions in retirement.	You expect to be in a higher tax bracket during retirement. You have a longer retirement horizon and more time to accumulate tax-free earnings.

Learn more by contacting Fidelity. Call 1-800-343-0860 or schedule an appointment with your Workplace Financial Consultant at [fidelity.com/schedule](https://www.fidelity.com/schedule).

Investing involves risk, including risk of loss.

*A distribution from a Roth 401(k)/403(b) is tax-free and penalty-free, provided the five-year aging requirement has been satisfied and one of the following conditions is met: age 59½, disability, or death. A qualified distribution from a Roth IRA is tax-free and penalty-free. To be considered a qualified distribution, the 5-year aging requirement must be satisfied, and you must be age 59½ or older or meet one of several exemptions (disability, qualified first-time home purchase, or death among them). Please note that the 5-year aging rule for Roth 401(k)/403(b)s is independent from the 5-year aging rule for Roth IRAs.

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