



Explore new roads with
Roth contributions

DISCOUNT[®]
TIRE


EMPOWER
RETIREMENT.

Your future is where the rubber meets the road. You deserve a choice in how you want to reach it.

Just like there are different tires for different road conditions, you also have two different options related to how you save for your future — pretax and Roth. With Roth, you pay taxes on your contributions now so you don't have to later. You also benefit from not having to pay any taxes on your earnings.¹

Roth vs. pretax: The potential impact

Roth

Pay to <u>You</u>	\$20,000
<u>Twenty thousand and no/100</u>	<u>Dollars</u>

Memo Withdrawal from Roth 401(k)

Pretax

Pay to <u>You</u>	\$15,000
<u>Fifteen thousand and no/100</u>	<u>Dollars</u>

Memo Withdrawal from pretax

FOR ILLUSTRATION PURPOSES ONLY

If your account has Roth 401(k) savings only, you would receive a non-taxable withdrawal of \$20,000.

On the other hand, if you have pretax savings only, you would have to pay taxes on your withdrawal, leaving you with \$15,000.²

Is Roth the right road for you? Four things to consider:

1. Your cash flow

Are you okay rolling along with less take-home pay today in exchange for tax-free income in retirement?

2. Your age

At a younger age when you've still got a lot of tread wear left on your tires, tax-free earnings and withdrawals may be appealing.

3. Your career

If you're just starting out in your career, you've got a lot of mileage ahead, with a longer time for your savings to stay invested.

4. Your outlook

If you expect to live in the fast lane and be in a higher tax bracket when you retire, Roth contributions may help you save more money over the long haul.



Remember, it's a good idea to talk to a tax professional or financial advisor about your contribution options.

Put your Roth wheels in motion!

To begin making Roth 401(k) contributions, log on to empowermyretirement.com.

If you need more information on Roth, refer to the plan messaging section of your website or call Empower Retirement at **844-372-8473 (DSC-TIRE)**. Representatives are available weekdays between 6 a.m. and 8 p.m. Mountain time and Saturdays from 7 a.m. to 3:30 p.m. Mountain time. The TTY number is 800-345-1833.



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NOW IS A GOOD TIME

- 1 Roth contributions must be in your account for at least five years and the money withdrawn after age 59½, death or disability.
- 2 Assumes 25% federal, state and local tax rate. This is for illustrative purposes only. Please note that taxes on savings are deferred until withdrawal and that pretax deferrals do not lower your income for FICA and FUTA tax-withholding purposes.

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