



ROTH ASSETS NOW FOR TAX- FREE INCOME LATER!*

As a new added benefit, you can now contribute a percentage of your pay to your 457(b) Deferred Compensation Plan as a Roth contribution. Roth contributions in the 457(b) plan give you another tax- advantaged savings option, allowing you to benefit from tax-free withdrawals in retirement.

Is a Roth contribution right for you? It is a trade-off. You do not get an up-front tax benefit to deduct Roth contributions like you do with pre-tax contributions. On the other hand, Roth assets will provide you tax-free income in retirement. Here are a couple of considerations:

Review all your retirement assets – how will distributions be taxed?

You are most likely to benefit from adding Roth assets if you are in a lower tax bracket now and a higher one later when you withdraw savings from your account. Future life changes and tax rules are full of uncertainty. Roth assets can help you diversify your taxes like you diversify your investments. When you take withdrawals, you can pull from different sources, including qualified tax-free Roth assets, based on what makes the most sense tax-wise in any given year.

Explore Roth

Roth contributions to your 457(b) Deferred Compensation Plan let you put a different tax twist on retirement savings - and the result could save you money down the road. So, should you take the Roth route? Click here to learn more.

For access to your account at Empower, go to retiresmart.com. To speak with an Empower Customer Care Center Representative, you can call 800-743-5274. Representatives are available weekdays from 8:00 a.m. until 8:00 p.m. ET.

Roth Enrollment

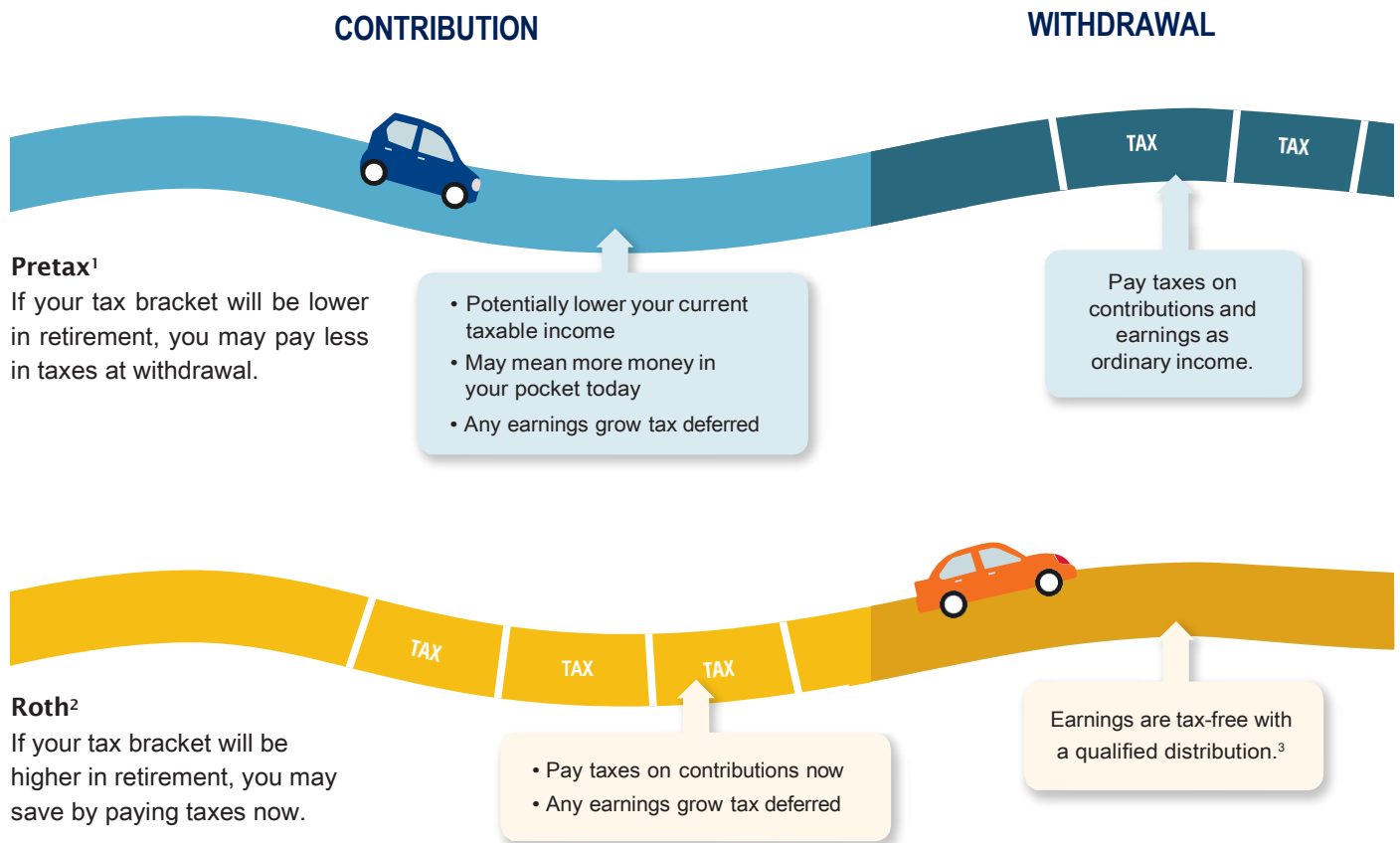
The 457(b) Deferred Compensation Salary Deferral Form is available online. Visit <https://www.fultoncountyga.gov/for-employees/employee-benefits> under the Payroll & Tax Forms section to access. Email completed form to payrollunit@fultoncountyga.gov. For Payroll related questions call (404) 612.7605 or email payrollunit@fultoncountyga.gov.



Fulton County 457(b) Deferred Compensation Plan

Pretax or Roth: Which road to take?

Before you determine which road or combination of roads may be right for you, you'll need to consider a few important factors, including when you want to pay taxes. Let's take a closer look.



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What to know before you hit the road

	PRETAX CONTRIBUTIONS	ROTH CONTRIBUTIONS
Is my contribution taxable in the year I make it?		✓
Is my contribution taxed when distributed?	✓	
Are potential earnings on my contributions taxed when distributed?	✓	No, provided that it is qualified distribution. ³
Can I contribute to both Roth and pretax plans?	✓	✓
If I change jobs, can I roll over my account?	✓	✓
	Yes, to an eligible employer plan (if the plan allows it) or to an IRA. ⁴	
If I experience a financial hardship, can I make a withdrawal?	✓	✓
	Yes, if your plan allows hardship withdrawals.	
Do I have to take a minimum distribution at age 72?	✓	✓
	Once you reach age 72, you are generally required to begin taking minimum distributions. ⁵	
What is the maximum amount I can contribute?	Combined limit for contributions in 2022: \$20,500 or \$27,000, including the additional \$6,500 age 50+ catch-up contribution	

retiresmart.com 1-800-743-5274

1 Contributions are made prior to tax withholding.
 2 Contributions are made after tax withholding.
 3 Subject to requirements: Roth contributions must be in your account for at least five years and the money withdrawn after you have reached age 59½, died or been disabled. If a distribution is not qualified, the earnings are taxed as ordinary income and may be subject to early withdrawal penalties.
 4 Eligible employer plans include: qualified plans (e.g., 401(k), governmental 457(b) and 403(b) plans). Roth contributions can only be rolled over to another designated Roth account or to a Roth IRA.
 5 If you are still employed with the employer who sponsors the plan or if you are less than a 5% owner of the business sponsoring the plan, you may not be required to take a minimum distribution. The RMD age is 70½ for individuals who turned 70½ on or before December 31, 2019. The RMD age is 72 for individuals who turn age 70½ after December 31, 2019. Refer to your plan provisions for more information.

Investing involves risk, including possible loss of principal.

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