

ROTH Contributions

Designated ROTH contributions



ROTH Qualified Distributions*

Any investment earnings on your designated ROTH contributions will be tax-free at distribution if:

- It has been at least 5 calendar years since you started making ROTH contributions

* You are eligible for a “qualified” distribution if:

- You take the distribution after a five-consecutive-taxable-year holding period, dating from the earlier of (i) the first year that you made a ROTH contribution to the plan, or (ii) if you made a direct rollover to your ROTH plan account from another employer plan with a designated ROTH account, the first year that you made a ROTH contribution to your prior employer’s plan from which the direct rollover originated ; and

ROTH Contribution Basics

- Any employee eligible to participate in the plan may make designated ROTH contributions, prospectively.
- Your designated ROTH contributions will be deducted from your paycheck.
- You can change your designated ROTH contributions at any time or choose a combination of pre-tax and designated ROTH contributions.
- If you are at least age 50, you may continue to make catch-up contributions on a pre-tax basis, ROTH basis or a combination of both (with the exception of those that are subject to Secure 2.0 provision 603).



Meet Linda



Linda (Age 25)

- Wants long-term tax-free growth potential
- Isn't worried about tax deductions now
- Confident her salary will increase in the coming years
- Expects to be in a higher tax bracket when she retires

Comparing Linda's Options

Comparing Linda's options:	Pre-Tax	Roth After-Tax
Gross Income	\$35,000	\$35,000
Pre-Tax Contribution (4% of pay)	\$1,400	\$0
Taxable Income	\$33,600	\$35,000
Federal Income Tax (12%)	-\$4,032	-\$4,200
Roth After-Tax Contribution (4% of pay)	\$0	\$1,400
Net Take Home Pay	\$29,568	\$29,400
Annual Plan Contribution	\$1,400	\$1,400
Total Contribution Over 40 Years	\$56,000	\$56,000
Contribution Value At Retirement (Assuming Investment Gains of 6% per year)	\$223,646	\$223,646
Federal Income Tax At Retirement (12%)	-\$71,567	\$0
After-Tax Value At Retirement	\$152,079	\$223,646

This is a hypothetical example for illustrative purposes only and does not represent current or future performance of any specific investment. No guarantees are made as to the accuracy of this illustration. This information does not serve, either directly or indirectly, as legal, financial or tax advice and you should always consult a qualified professional legal, financial and/or tax advisor when making decisions relative to your individual tax situation.

Meet Jeff



Jeff (Age 50)

- In his “peak” earning years
- Wants a current tax break
- Can’t afford to lose a tax deduction right now
- Expects to be in a lower tax bracket when he retires

Comparing Jeff's Options

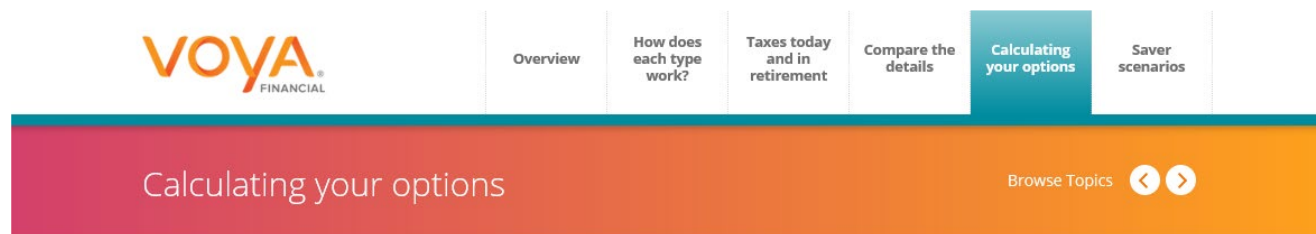
Comparing Jeff's options:	Pre-Tax	Roth After-Tax
Gross Income	\$100,000	\$100,000
Pre-Tax Contribution (7% of pay)	\$7,000	\$0
Taxable Income	\$93,000	\$100,000
Federal Income Tax (24%)	-\$22,320	-\$24,000
Roth After-Tax Contribution (7% of pay)	\$0	\$7,000
Net Take Home Pay	\$70,680	\$69,000
Annual Plan Contribution	\$7,000	\$7,000
Total Contribution Over 15 Years	\$105,000	\$105,000
Contribution Value At Retirement (Assuming Investment Gains of 6% per year)	\$168,180	\$168,180
Federal Income Tax At Retirement (12%)	-\$20,182	\$0
After-Tax Value At Retirement	\$147,998	\$168,180



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Calculating Your Options

Visit voyadelivers.com/ROTH for detailed ROTH information, saver scenarios and a helpful pre-tax vs. ROTH calculator where you may enter your own personal assumptions. To access the calculator, click on *Calculating your options* within the ROTH page.

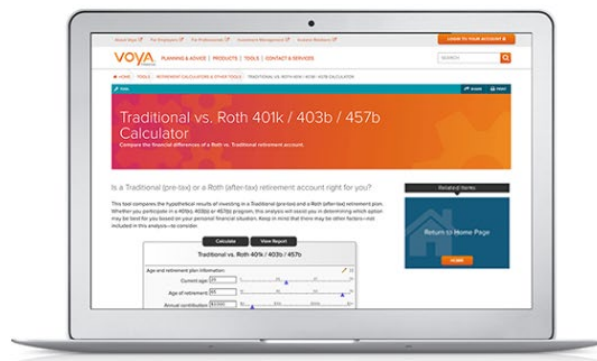


Wondering if you should contribute before-tax or Roth after-tax, or both?

It might help to compare how various contributions could affect your take-home pay today and your retirement savings in the future.

Use this handy calculator to help you compare the differences between traditional before-tax and Roth after-tax.

USE THE CALCULATOR



* Screen shots are for illustrative purposes only..

In-Plan ROTH Rollovers

- Convert your existing vested pre-tax contributions to ROTH after-tax contributions.
- Once converted, these amounts receive the benefits of ROTH treatment (i.e., grow earnings tax free) under Internal Revenue Code rules.
- You must pay taxes on the converted amount at the time of conversion.
- The ROTH conversion election is irrevocable under IRS rules.

Rollovers into the Plan

- You can roll over ROTH after-tax contributions made under a qualified 457 plan at a previous employer into your current workplace retirement savings plan.
- The 5-year requirement to receive any investment earnings on your ROTH money tax-free begins as of the first day of the calendar year you first made ROTH after-tax contributions to your previous employer's plan and applies to any future ROTH after-tax contributions you make under the current workplace retirement savings plan.

Rollover of Designated ROTH Amounts to a ROTH IRA

How is the 5-taxable-year period calculated when I roll over a distribution from a designated ROTH account to a ROTH IRA?

- When you roll over a distribution from a designated ROTH account to a ROTH IRA, the period that the rolled-over funds were in the designated ROTH account does not count toward the 5-taxable-year period for determining qualified distributions from the ROTH IRA.
- However, if you had contributed to any ROTH IRA in a prior year, the 5-taxable-year period for determining qualified distributions from a ROTH IRA is measured from the earlier contribution. So, if the earlier contribution was made more than 5 years ago a distribution of amounts attributable to a rollover contribution from a designated ROTH account would be a qualified distribution from the ROTH IRA.

Note: designated ROTH contributions are subject to all plan rules, including required minimum distributions.

Important notes

- This presentation was designed to provide you with fundamental information on retirement planning and to outline other sources of information to assist you in managing your personal finances.
- The information presented does not constitute legal, investment or financial advice of any kind.
- Consult your financial, legal and/or tax advisor for advice.

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Appendix

Service Team



Adria Campbell
Strategic
Relationship
Manager



Day-to-Day Team



John McCloskey
Plan
Manager



Kirstyn Beaumier
Plan Consultant



Kevin Rudman
Communications
Consultant



Rebecca McGee
Education Rep



Jessica Spencer
Education Rep

Support Team



Gavin Gruenberg
Senior Vice
President
Government
Markets



Jeff DiNicola
Chief
Counsel



Linda Segal-Blinn
Technical
Services



Karmella Blackmon
Customer Care
Center



John Morrissey
Implementation
Director

Thank You!



Disclosures

- ***You should consider the investment objectives, risks, and charges and expenses of the variable product and its underlying fund options, carefully before investing. The fund prospectuses and information booklet containing this and other information can be obtained by contacting your local representative. Please read the information carefully before investing.***
- Group annuities are intended as long-term investments designed for retirement purposes. Money taken from the annuity will be taxed as ordinary income in the year the money is distributed. Account values fluctuate with market conditions, and when surrendered the principal may be worth more or less than its original amount invested. An annuity does not provide any additional tax deferral benefit, as tax deferral is provided by the plan. Annuities may be subject to additional fees and expenses to which other tax-qualified funding vehicles may not be subject. However, an annuity does provide other features and benefits, such as lifetime income payments and death benefits, which may be valuable to you.
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