

S&L Savings Investment Plan 401(k) vs Roth 401(k) vs SIP After-tax

	<u>Pretax 401(k)</u> \$15,000 (combined with Roth 401(k) contributions)	<u>Roth 401(k)</u> \$15,000 (combined with 401(k) contributions)	<u>SIP After-tax</u> Lesser of 100% of S&L wages or \$44,000, minus 401(k), Roth 401(k) & employer contributions
Deduction Limit			
Catch-up (age 50 and over)	\$5,000 (combined with Roth 401(k) contributions)	\$5,000 (combined with 401(k) contributions)	Not applicable
Income Limit	None	None	None
S&L Match	Yes, if eligible	Yes, if eligible	Yes, if eligible
Contributions Reduce Current Income & Taxes	Yes	No	No
Lump Sum Contributions	No, through payroll deduction only	No, through payroll deduction only	Yes
Eligible for SIP Loan	Yes	Yes	Yes
Partial Withdrawals	Hardship restrictions apply (see below)	Hardship restrictions apply (see below)	Yes, but earnings taxed if not rolled into Rollover IRA
Withdrawal Requires Deduction Suspension	Yes, for 6 months	Yes, for 6 months	No suspension
Taxable Income	Yes, contributions & earnings at time of distribution	No, if qualified distribution*	Yes, earnings only, at time of distribution
Minimum Required Distributions	Later of age 70-1/2 or retirement	Later of age 70-1/2 or retirement, unless rolled into Roth IRA	Later of age 70-1/2 or retirement

*Distribution is "qualified" if account is at least 5 years old **AND** distributed after reaching age 59-1/2, death or disability.

IRS-Approved Hardship Reasons for 401(k)/Roth 401(k) Withdrawal:

- * Significant medical expenses incurred by employee, spouse or dependent, not reimbursed by insurance
- * Purchase (excluding mortgage payments) of principal residence
- * Payment of tuition, room & board, and related educational fees for the next 12 months of post-secondary education for employee, spouse or dependent
- * Prevent eviction from principal residence or foreclosure on mortgage of principal residence
- * Expenses for repair of damage to your principal residence that would qualify as deductible casualty expenses
- * Burial or funeral expenses for your deceased parent, spouse, child(ren) or any eligible dependents