



**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 ¹
Contribution Limits	\$24,500 Additional \$8,000 if age 50-59 or 64+ Additional \$11,250 if age 60-63 Employees who earned \$150,000* at Hendrick in 2025 must have catch-up contributions as Roth	\$24,500 Additional \$8,000 if age 50-59 or 64+ Additional \$11,250 if age 60-63
Required Distribution	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.

Learn more by contacting Fidelity, call 1-800-343-0860 or schedule an appointment with your Workplace Financial Consultant, fidelity.com/schedule.

Investing involves risk, including risk of loss.

1. 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.

2. Tax-deferred earnings and taxable contributions will be taxed at the time of withdrawal at the federal income tax rate in effect at the time. **Past performance is no guarantee of future results.**

3. *Index annually

Fidelity does not provide legal or tax advice. The information herein is general and educational in nature and should not be considered legal or tax advice. Tax laws and regulations are complex and subject to change, which can materially impact investment results. Fidelity cannot guarantee that the information herein is accurate, complete, or timely. Fidelity makes no warranties regarding such information or results obtained by its use and disclaims any liability arising out of your use of, or any tax position taken in reliance on, such information. Consult an attorney or tax professional regarding your specific situation.