After-Tax Contributions

and how they can supplement your retirement savings

What you need to know: after-tax allows you to boost your retirement savings by making post-tax contributions to your 401(k) above regular contribution limits

Once you make after-tax contributions to your 401(k), you can convert it to Roth, which lets you accumulate investment gains **tax-free**!

The Technical Details

Total Annual Additions Limit *IRC §415(c)*

The total amount of 401(k) contributions *you and your employer* can make in a single year. For 2023, the most you an receive in your 401(k) is $66,000 ($73,500 if you're age 50 or older).

Annual Contribution Limit *IRC §402(g)*

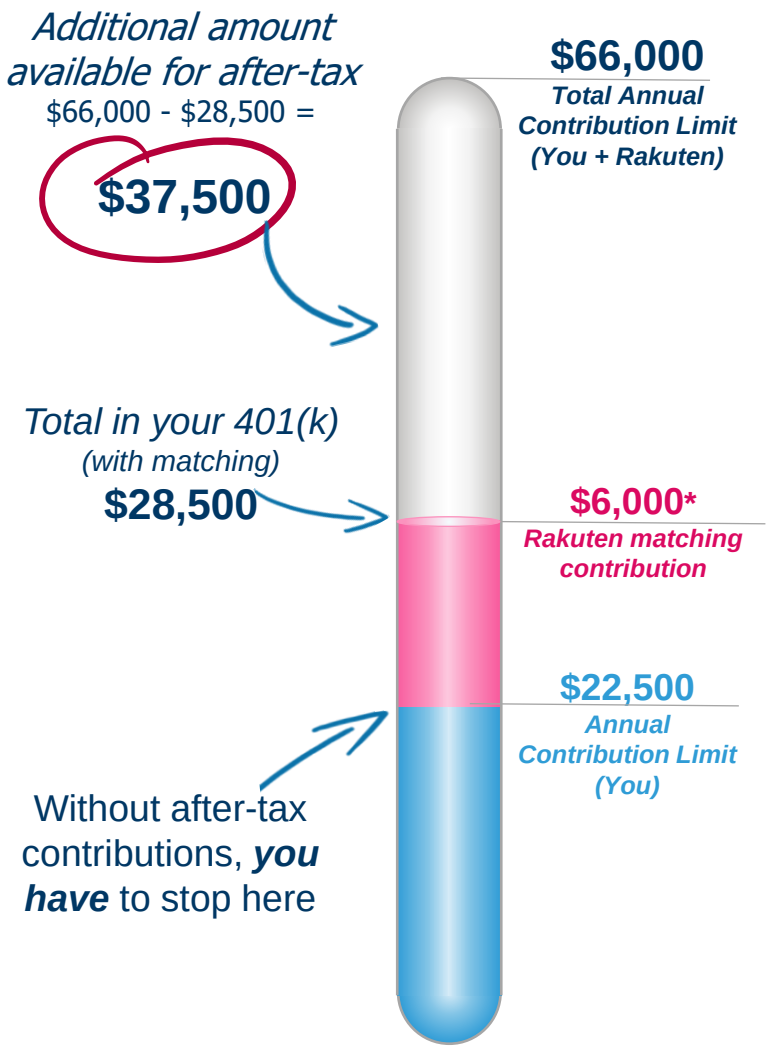
The total amount of pre-tax and/or Roth money *you* can contribute to your 401(k) in single year. For 2023, the annual contribution limit is $22,500 or $30,000 of you're over age 50.

Available After-Tax Amount

The after-tax amount you can put into the plan is calculated by subtracting the annual contribution limit, plus any employer matching contributions you receive, from the annual additions limit.

In-Plan Roth Conversion

After-tax contributions to your 401(k) are taxed when you contribute. Investment gains and dividends on after-tax savings grow tax-deferred but are taxed when withdrawn. By converting your after-tax dollars to Roth inside the 401(k), any investment gains and dividends you receive post-conversion will be *tax free!* To execute an in-plan Roth conversion, log into your **Fidelity** account on www.netbenefits.com or call **Fidelity** at **800-835-5097**.



***You are matched $1 for $1 up to 3% if under 3 years of service, and $1 for $1 up to 4% if over 3 years. Example is based on $200,000 wage earner, 3% match**

This guide is intended to provide a basic overview of after-tax 401(k) contributions. Your contributions may be subject to additional conditions or limitations set by the plan or your recordkeeper. Make sure to consult your plan guidelines to determine if after-tax contributions are right for you. For questions or additional information, please contact your benefits team.