

IRS- Roth Comparison Chart

<http://www.irs.gov/Retirement-Plans/Roth-Comparison-Chart>

Roth 401(k), Roth IRA, and Pre-tax 401(k) Retirement Accounts			
	Designated Roth 401(k)	Roth IRA	Pre-Tax 401(k)
Contributions	Designated Roth employee elective contributions are made with after-tax dollars .	Roth IRA contributions are made with after-tax dollars .	Traditional, pre-tax employee elective contributions are made with before-tax dollars .
Income Limits	No income limitation to participate.	Income limits: <ul style="list-style-type: none"> • 2020 - modified AGI married \$206,000/single \$139,000 • 2019 - modified AGI married \$203,000/single \$137,000 	No income limitation to participate.
Maximum Elective Contribution	Aggregate* employee elective contributions limited to \$19,500 in 2020 and \$19,000 in 2019 (plus an additional \$6,500 in 2020 and \$6,000 in 2019 for employees age 50 or over).	Contribution limited to \$6,000 plus an additional \$1,000 for employees age 50 or over in 2019 and 2020.	Same aggregate* limit as Designated Roth 401(k) Account
Taxation of Withdrawals	Withdrawals of contributions and earnings are not taxed provided it's a qualified distribution – the account is held for at least 5 years and made: <ul style="list-style-type: none"> • On account of disability, • On or after death, or • On or after attainment of age 59½. 	Same as Designated Roth 401(k) Account and can have a qualified distribution for a first time home purchase.	Withdrawals of contributions and earnings are subject to Federal and most State income taxes.
Required Distributions	Distributions must begin no later than age 70½, unless still working and not a 5% owner.	No requirement to start taking distributions while owner is alive.	Same as Designated Roth 401(k) Account.
<p>* This limitation is by individual, rather than by plan. You can split your annual elective deferrals between designated Roth contributions and traditional pre-tax contributions, but your combined contributions cannot exceed the deferral limit - \$19,500 in 2020 and \$19,000 in 2019 (\$26,000 in 2020 and \$25,000 in 2019 if you're eligible for catch-up contributions).</p>			