



# Retirement plans guide

Facts at a glance



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## What's your plan?

Employer-sponsored retirement plans and individual retirement accounts (IRAs) offer valuable tax benefits. But keeping up with the different types of plans and the tax rules that apply to them can be time consuming.

This guide was designed to help you understand key facts and figures about retirement plans. The "at-a-glance" format makes it easy to compare plan features to help you determine which plan is best for you.

You'll also learn about useful retirement planning information, including:

- 1 Current federal tax rates.**
- 2 Income tax brackets for individual taxpayers.**
- 3 Retirement plan distribution rules.**
- 4 Rollovers and transfers.**



This information is provided for a general understanding of different types of plans and their features. Contact your investment advisor for complete information on any plan and its application to your particular situation. Note that amounts withdrawn from retirement plans are generally included as taxable income in the year received and may be subject to tax penalties if withdrawn prior to 59½. Some plans may restrict withdrawals. Exceptions may apply.

# Small business/employer retirement plans

Type of plan	Key features	Who can establish	2015 and 2016 contributions
<b>Simplified Employee Pension (SEP)</b>	<ul style="list-style-type: none"> <li>Minimal paperwork and reporting.</li> <li>Employers can change their annual contributions.</li> <li>Deductible employer contributions are made directly to employees' IRAs.</li> <li>All contributions must be 100% vested immediately.</li> </ul>	<ul style="list-style-type: none"> <li>Self-employed persons, partnerships, corporations and nonprofit groups</li> </ul>	<p><b>Who contributes: employer</b></p> <ul style="list-style-type: none"> <li>Up to the lesser of 25% of an employee's eligible compensation or -\$53,000 per employee for 2015 and 2016</li> </ul>
<b>SIMPLE IRA</b>	<ul style="list-style-type: none"> <li>Inexpensive 401(k)-type plan for smaller employers.</li> <li>No 401(k)-type discrimination testing.</li> <li>Employees can make pretax elective deferrals.</li> <li>Deductible employer contributions are made directly to employees' IRAs.</li> <li>Employer contributions are mandatory.</li> <li>All contributions must be 100% vested immediately.</li> </ul>	<ul style="list-style-type: none"> <li>Self-employed persons, partnerships, corporations, nonprofit groups, tax-exempt institutions and government entities with 100 or fewer employees who earned \$5,000 or more in compensation in the preceding year</li> <li>Generally, the employer may not maintain another plan.</li> </ul>	<p><b>Who contributes: employee and employer</b></p> <ul style="list-style-type: none"> <li>Employees can defer up to - \$12,500 (\$15,500 if 50 or older) for 2015 and 2016 tax years.</li> <li>Employer must choose one of two options: <ul style="list-style-type: none"> <li>- Match employee's contribution dollar for dollar, up to 3% of compensation (no salary maximum; match cannot exceed deferral limit).<sup>1</sup></li> <li>- Contribute 2% of each eligible employee's compensation. Maximum eligible compensation: -\$265,000 for 2015 and 2016 tax years</li> </ul> </li> </ul>
<b>Solo 401(k)</b>	<ul style="list-style-type: none"> <li>401(k) program designed for business owners with no employees.<sup>2</sup></li> <li>Business owner contribution requirements are set in the plan document. Contributions may be discretionary.</li> <li>Participant loans are available if permitted by the plan.</li> </ul>	<ul style="list-style-type: none"> <li>Business owners (and their spouses) with no employees</li> </ul>	<p><b>Who contributes: business owner</b></p> <ul style="list-style-type: none"> <li>Business owner can make up to a 25% discretionary profit sharing contribution and defer up to - \$18,000 (\$24,000 if 50 or older) for 2015 and 2016 tax years.</li> <li>Combined contributions (both salary deferrals and profit sharing) cannot exceed the lesser of 100% of compensation or - \$53,000 per person for 2015 and 2016 tax years. Catch-up deferrals are not included in this limit.</li> </ul>
<b>401(k)</b>	<ul style="list-style-type: none"> <li>Employers make pretax elective deferrals.</li> <li>Employees may make Roth contributions (after tax) if permitted by the plan.</li> <li>Employer matching and profit sharing contributions may be discretionary if permitted by the plan.</li> <li>Participant loans are available if permitted by the plan.</li> <li>Vesting schedule on employer contributions is determined by the employer.</li> <li>Due to complicated discrimination testing and tax reporting, third-party administrative services are recommended.</li> </ul>	<ul style="list-style-type: none"> <li>Partnerships, corporations and nonprofit groups (no government entities)</li> </ul>	<p><b>Who contributes: employee and employer</b></p> <ul style="list-style-type: none"> <li>Employees can defer up to - \$18,000 (\$24,000 if 50 or older) for 2015 and 2016 tax years.</li> <li>Deferrals and employer contributions cannot exceed the lesser of 100% of compensation or - \$53,000 per employee for 2015 and 2016 tax years. Catch-up deferrals are not included in this limit.</li> <li>Total employer contributions to the plan cannot exceed 25% of total eligible compensation. (Employer contributions exclude employee deferrals.)</li> <li>Maximum eligible compensation: - \$265,000 for 2015 and 2016 tax years.</li> </ul>
<b>Safe Harbor 401(k) and Super Comparability 401(k)</b>	<ul style="list-style-type: none"> <li>Safe harbor 401(k) permits employers to choose either a 3% non-elective contribution or a 4% match on a 5% deferral.</li> <li>Employer contribution must be made each year to maintain safe harbor provisions.</li> <li>Super comparability 401(k) combines the features of a new comparability plan (see next page) with 401(k) safe harbor provisions.</li> <li>No 401(k)-type discrimination testing for either plan.</li> <li>Participant loans are available for either if permitted by the plan.</li> <li>Due to the complexity of the contribution calculation, retirement plan administrative services are necessary.</li> </ul>	<ul style="list-style-type: none"> <li>Partnerships, corporations and nonprofit groups (no government entities)</li> <li>Employers must provide a 30-day notice before establishing the plan.</li> </ul>	<p><b>Who contributes: employee and employer</b></p> <ul style="list-style-type: none"> <li>Employees can defer up to - \$18,000 (\$24,000 if 50 or older) for 2015 and 2016 tax years.</li> <li>Deferrals and employer contributions cannot exceed the lesser of 100% of compensation or - \$53,000 per employee for 2015 and 2016 tax years. Catch-up deferrals are not included in this limit.</li> <li>Total employer contributions cannot exceed 25% of total eligible compensation. (Employer contributions exclude employee deferrals.)</li> <li>Maximum eligible compensation: - \$265,000 for 2015 and 2016 tax years.</li> </ul>

Type of plan	Key features	Who can establish	2015 and 2016 contributions
<b>Profit Sharing, Age-Weighted and New Comparability</b>	<ul style="list-style-type: none"> <li>Profit sharing contribution requirements are set in the plan document. Contributions may be discretionary.</li> <li>Age-weighted formula is determined by the salary range and age of employees.</li> <li>New comparability formula groups employees into categories and then bases the formula on each group as governed by nondiscrimination regulations.</li> <li>Employers may add a 401(k) salary deferral feature for all plans.</li> <li>Participant loans are available for all if permitted by the plan.</li> <li>Vesting schedule is determined by the employer for all plans.</li> <li>Due to the complexity of the contribution calculation and nondiscrimination testing, retirement plan administrative services are necessary.</li> </ul>	<ul style="list-style-type: none"> <li>Self-employed persons, partnerships, corporations and nonprofit groups</li> </ul>	<p><b>Who contributes: employer</b></p> <ul style="list-style-type: none"> <li>Up to the lesser of 100% of eligible compensation or               <ul style="list-style-type: none"> <li>-\$53,000 per employee for 2015 and 2016 tax years.</li> </ul> </li> <li>Total employer contribution cannot exceed 25% of total eligible compensation.</li> <li>Maximum eligible compensation:               <ul style="list-style-type: none"> <li>-\$265,000 for 2015 and 2016 tax years.</li> </ul> </li> </ul>
<b>Money Purchase Pension</b>	<ul style="list-style-type: none"> <li>Similar to a profit sharing plan except employer contribution must be made each year.</li> <li>Required contribution generally stated as a specific percentage of each participant's compensation.</li> <li>Participant loans are available if permitted by the plan.</li> </ul>	<ul style="list-style-type: none"> <li>Partnerships, corporations and nonprofit groups</li> </ul>	<p><b>Who contributes: employer</b></p> <ul style="list-style-type: none"> <li>Up to the lesser of 100% of eligible compensation or               <ul style="list-style-type: none"> <li>-\$53,000 per employee for 2015 and 2016 tax years.</li> </ul> </li> <li>Total employer contribution cannot exceed 25% of total eligible compensation.</li> <li>Maximum eligible compensation:               <ul style="list-style-type: none"> <li>-\$265,000 for 2015 and 2016 tax years.</li> </ul> </li> </ul>
<b>403(b)</b>	<ul style="list-style-type: none"> <li>Participants can make pretax salary deferral contributions.</li> <li>Participants can make Roth contributions (after tax) if permitted by the plan.</li> <li>Participant loans are available if permitted by the plan.</li> <li>Employer contributions are allowed if included in the plan.</li> </ul>	<ul style="list-style-type: none"> <li>Universities, colleges, hospitals, churches, public schools and other nonprofit 501(c)(3) groups</li> </ul>	<p><b>Who contributes: employee and employer</b></p> <ul style="list-style-type: none"> <li>Up to the lesser of 100% of eligible compensation or               <ul style="list-style-type: none"> <li>-\$18,000 (\$24,000 if 50 or older) for 2015 and 2016 tax years.<sup>3</sup></li> </ul> </li> </ul>
<b>Governmental 457(b)</b>	<ul style="list-style-type: none"> <li>Employees make salary reduction contributions or employer contributes.</li> <li>Participant loans are available if permitted by the plan.</li> <li>No 10% penalty for early withdrawal upon retirement or termination of employment before age 59½ (except for amounts attributable to rollovers from other plans).</li> <li>May cover part-time employees and independent contractors who perform services for the employer in addition to full-time employees.</li> </ul>	<ul style="list-style-type: none"> <li>State and local governments or tax-exempt organizations under IRC 501(c)</li> </ul>	<p><b>Who contributes: employee and employer</b></p> <ul style="list-style-type: none"> <li>Employees and/or employer can contribute up to               <ul style="list-style-type: none"> <li>-\$18,000 (\$24,000 if 50 or older) for 2015 and 2016 tax years.<sup>3</sup></li> </ul> </li> </ul>

1 In two years of any five-year period, match can be reduced to 1% of compensation.

2 Solo business owners can be defined as one individual (or the individual and his/her spouse) who owns 100% of the business, or one or more partners (or partners and their spouses).

3 Employees who are age 50 or older may be eligible for additional catch-up contributions.

All rules related to the establishment or maintenance of each plan type are not included in this summary. Additional rules may also apply if an employer maintains multiple plans. Please consult your tax advisor for detailed information. Invesco representatives are not tax advisors.



# IRAs

IRAs		
	Traditional IRA	Roth IRA
<b>Who Can Establish/Contribute</b>	Individuals <ul style="list-style-type: none"> <li>■ The account owner (or the owner's spouse, if married filing jointly) must have compensation<sup>1</sup> to contribute.</li> <li>■ No contributions are allowed after the year the account owner turns 70½.</li> </ul>	Individuals <ul style="list-style-type: none"> <li>■ The account owner (or the owner's spouse, if married filing jointly) must have compensation<sup>1</sup> to contribute.</li> <li>■ Contributions are not allowed (or maximum allowable contribution is reduced) for individuals with modified adjusted gross income (AGI) in certain ranges.</li> <li>■ No age restrictions apply.</li> </ul>
<b>Contributions</b>	<ul style="list-style-type: none"> <li>■ Potentially deductible</li> <li>■ The deduction is reduced or eliminated at specified income levels if account owner or owner's spouse participates in an employer-sponsored retirement plan.</li> <li>■ Nondeductible contributions are allowed.</li> </ul>	<ul style="list-style-type: none"> <li>■ Nondeductible</li> </ul>
<b>Earnings</b>	<ul style="list-style-type: none"> <li>■ Tax deferred</li> </ul>	<ul style="list-style-type: none"> <li>■ Tax deferred</li> </ul>
<b>Withdrawals</b>	<ul style="list-style-type: none"> <li>■ Taxable (unless attributable to nondeductible contributions)</li> </ul>	<ul style="list-style-type: none"> <li>■ Tax free after the account has been maintained for five years and owner:               <ul style="list-style-type: none"> <li>-Is age 59½ or older.</li> <li>-Is paying first-time homebuying expenses (\$10,000 lifetime cap).</li> <li>-Is permanently disabled.</li> <li>-Has died and amount is paid to the beneficiary.</li> </ul> </li> <li>■ Roth contributions generally may be withdrawn tax and penalty free at any time.</li> </ul>

## Traditional IRA – maximum deductible contribution

	2016			2015		
	Modified AGI	Younger than 50	50 or older <sup>2</sup>	Modified AGI	Younger than 50	50 or older <sup>2</sup>
<b>Single<sup>3</sup></b>	\$61,000 or less	\$5,500	\$6,500	\$61,000 or less	\$5,500	\$6,500
	More than \$61,000 but less than \$71,000	\$200 - \$5,500	\$200 - \$6,500	More than \$61,000 but less than \$71,000	\$200 - \$5,500	\$200 - \$6,500
	\$71,000+	None	None	\$71,000+	None	None
<b>Married (Filing Jointly)<sup>3</sup></b>	\$98,000 or less	\$5,500	\$6,500	\$98,000 or less	\$5,500	\$6,500
	More than \$98,000 but less than \$118,000	\$200 - \$5,500	\$200 - \$6,500	More than \$98,000 but less than \$118,000	\$200 - \$5,500	\$200 - \$6,500
	\$118,000+	None	None	\$118,000+	None	None

## Roth IRA – maximum contribution

	2016			2015		
	Modified AGI	Younger than 50	50 or older <sup>2</sup>	Modified AGI	Younger than 50	50 or older <sup>2</sup>
<b>Single</b>	less than \$117,000	\$5,500	\$6,500	less than \$116,000	\$5,500	\$6,500
	\$117,000 but less than \$132,000	\$200 - \$5,500	\$200 - \$6,500	\$116,000 but less than \$131,000	\$200 - \$5,500	\$200 - \$6,500
	\$132,000+	None	None	\$131,000+	None	None
<b>Married (Filing Jointly)</b>	less than \$184,000	\$5,500	\$6,500	less than \$183,000	\$5,500	\$6,500
	\$184,000 but less than \$194,000	\$200 - \$5,500	\$200 - \$6,500	\$183,000 but less than \$193,000	\$200 - \$5,500	\$200 - \$6,500
	\$194,000+	None	None	\$193,000+	None	None

1 Compensation includes taxable wages, salaries, tips, bonuses, commissions, self-employment income and alimony and separate maintenance payments, as well as nontaxable combat pay received by members of the U.S. Armed Forces.

2 After age 70½, a person is no longer eligible to contribute to a traditional IRA.

3 Individuals filing a single return and *not* covered by a retirement plan at work may deduct the full contribution amount with no modified AGI restrictions. For a married couple filing jointly, if both taxpayers are *not* covered by a retirement plan at work, the full contribution amount is deductible with no modified AGI restrictions. For a married couple filing jointly where the IRA contributor is *not* an active participant in an employer-sponsored retirement plan and *is* married to someone who is an active participant, the deduction is phased out if the couple's income is between \$184,000 and \$194,000 in 2016, up from \$183,000 and \$193,000 in 2015.

# Retirement plan distributions

Retirement plan distributions			
	Under 59½ years of age	59½ to 70½ years of age	Over 70½ years of age
Traditional IRA/SEP/SIMPLE IRA	<p><b>Tax Implications:</b></p> <ul style="list-style-type: none"> <li>■ Taxed as ordinary income<sup>1</sup></li> </ul> <p><b>Withdrawal Penalties:</b></p> <ul style="list-style-type: none"> <li>■ 10% penalty on taxable portion of distribution unless a penalty exception applies. With a SIMPLE IRA, the penalty for early withdrawal is 25% during the first two years of plan participation.</li> </ul> <p><b>RMDs:</b></p> <ul style="list-style-type: none"> <li>■ Not until age 70½</li> </ul>	<p><b>Tax Implications:</b></p> <ul style="list-style-type: none"> <li>■ Taxed as ordinary income<sup>1</sup></li> </ul> <p><b>Withdrawal Penalties:</b></p> <ul style="list-style-type: none"> <li>■ None</li> </ul> <p><b>RMDs:</b></p> <ul style="list-style-type: none"> <li>■ Not until age 70½</li> </ul>	<p><b>Tax Implications:</b></p> <ul style="list-style-type: none"> <li>■ Taxed as ordinary income<sup>1</sup></li> </ul> <p><b>Withdrawal Penalties:</b></p> <ul style="list-style-type: none"> <li>■ Failure to take any year's full required minimum distribution (RMD) will result in a 50% penalty on the amount that should have been withdrawn.</li> </ul> <p><b>RMDs:</b></p> <ul style="list-style-type: none"> <li>■ Yes, starting no later than April 1 of the year after the account owner/participant turns 70½, then by December 31 each year after.</li> </ul>
	<p><b>Tax Implications:</b></p> <ul style="list-style-type: none"> <li>■ Contributions can be withdrawn tax free. Ordinary income tax applies to investment earnings unless the Roth IRA has been open for at least five years and withdrawal is due to death, disability or qualified first home purchase.</li> </ul> <p><b>Withdrawal Penalties:</b></p> <ul style="list-style-type: none"> <li>■ No penalties on withdrawal of contributions. 10% penalty on investment earnings withdrawn unless a tax-free distribution or a penalty exception applies.</li> </ul> <p><b>RMDs:</b></p> <ul style="list-style-type: none"> <li>■ None during lifetime of original owner</li> </ul>	<p><b>Tax Implications:</b></p> <ul style="list-style-type: none"> <li>■ Contributions can be withdrawn tax free. Investment earnings can be withdrawn tax free as long as the account has been open for at least five years from the Jan. 1 of the tax year for which a contribution was first made.</li> </ul> <p><b>Withdrawal Penalties:</b></p> <ul style="list-style-type: none"> <li>■ None</li> </ul> <p><b>RMDs:</b></p> <ul style="list-style-type: none"> <li>■ None during lifetime of original owner</li> </ul>	<p><b>Tax Implications:</b></p> <ul style="list-style-type: none"> <li>■ Contributions can be withdrawn tax free. Investment earnings can be withdrawn tax free as long as the account has been open for at least five years from the Jan. 1 of the tax year for which a contribution was first made.</li> </ul> <p><b>Withdrawal Penalties:</b></p> <ul style="list-style-type: none"> <li>■ None</li> </ul> <p><b>RMDs:</b></p> <ul style="list-style-type: none"> <li>■ None during lifetime of original owner</li> </ul>
	<p><b>Tax Implications:</b></p> <ul style="list-style-type: none"> <li>■ Depends on the type of plan, but generally taxed as ordinary income</li> </ul> <p><b>Withdrawal Penalties:</b></p> <ul style="list-style-type: none"> <li>■ Qualified plan/403(b): 10% penalty on amounts not rolled over to another plan within 60 days unless an early withdrawal exception applies.</li> <li>■ 457(b): Generally no penalty<sup>3</sup></li> </ul> <p><b>RMDs:</b></p> <ul style="list-style-type: none"> <li>■ Not until age 70½</li> </ul>	<p><b>Tax Implications:</b></p> <ul style="list-style-type: none"> <li>■ Generally taxed as ordinary income</li> </ul> <p><b>Withdrawal Penalties:</b></p> <ul style="list-style-type: none"> <li>■ None, but participant may be required to separate from service before withdrawals are allowed if the plan does not allow for in-service withdrawals.</li> </ul> <p><b>RMDs:</b></p> <ul style="list-style-type: none"> <li>■ Not until age 70½</li> </ul>	<p><b>Tax Implications:</b></p> <ul style="list-style-type: none"> <li>■ Generally taxed as ordinary income</li> </ul> <p><b>Withdrawal Penalties:</b></p> <ul style="list-style-type: none"> <li>■ Failure to take any year's full RMD will result in a 50% penalty on the amount that should have been withdrawn.</li> </ul> <p><b>RMDs:</b></p> <ul style="list-style-type: none"> <li>■ Yes, generally starting no later than April 1 of the year after participant turns 70½, then by December 31 each year thereafter. Check the plan.</li> </ul>
<p><b>Tax Implications:</b></p> <ul style="list-style-type: none"> <li>■ Ordinary income tax applies to investment earnings unless employee has been a Roth participant for at least five tax years and the distribution is due to death or disability.</li> </ul> <p><b>Withdrawal Penalties:</b></p> <ul style="list-style-type: none"> <li>■ 10% penalty on taxable amount unless an exception applies</li> </ul> <p><b>RMDs:</b></p> <ul style="list-style-type: none"> <li>■ Not until age 70½</li> </ul>	<p><b>Tax Implications:</b></p> <ul style="list-style-type: none"> <li>■ Distributions are tax free with five tax years or more of Roth plan participation. If the five-year requirement isn't met, the amount attributable to investment earnings is subject to ordinary income tax.</li> </ul> <p><b>Withdrawal Penalties:</b></p> <ul style="list-style-type: none"> <li>■ None</li> </ul> <p><b>RMDs:</b></p> <ul style="list-style-type: none"> <li>■ Not until age 70½</li> </ul>	<p><b>Tax Implications:</b></p> <ul style="list-style-type: none"> <li>■ Distributions are tax free with five tax years or more of Roth plan participation. If the five-year requirement isn't met, the amount attributable to investment earnings is subject to ordinary income tax.</li> </ul> <p><b>Withdrawal Penalties:</b></p> <ul style="list-style-type: none"> <li>■ Failure to take any year's full RMD will result in a 50% penalty on any taxable amount that should have been withdrawn.</li> </ul> <p><b>RMDs:</b></p> <ul style="list-style-type: none"> <li>■ Yes, generally starting no later than April 1 of the year after participant turns 70½, then by December 31 each year thereafter. Check the plan.</li> </ul>	

1 Any amounts withdrawn from a traditional IRA that represent nondeductible contributions are not subject to tax.

2 A retirement plan that meets the requirements of the Internal Revenue Code to qualify for tax-favored treatment (e.g., 401(k), profit sharing, money purchase)

3 A 10% penalty could apply if the distribution from the 457(b) plan is attributable to funds rolled into the plan from a qualified plan and the distribution does not qualify for another penalty exception.

# Retirement plan distributions (continued)

## Distributions not subject to the 10% early withdrawal penalty

IRA/SEP/SIMPLE IRA <sup>1</sup> /Qualified Plan/403(b)	IRA/SEP/SIMPLE IRA	Qualified plan/403(b)
<ul style="list-style-type: none"> <li>■ On or after age 59½</li> <li>■ Death</li> <li>■ Permanent disability (as defined in the Internal Revenue Code)</li> <li>■ Series of substantially equal periodic payments</li> <li>■ IRS levy on the IRA or plan</li> <li>■ Qualified reservist distribution</li> <li>■ Unreimbursed medical expenses in excess of 7.5% of AGI</li> </ul>	<ul style="list-style-type: none"> <li>■ Qualified first-time homebuyer expenses (\$10,000 lifetime limitation)</li> <li>■ Qualified higher education expenses</li> <li>■ Payment of health insurance premiums while unemployed (requirements apply)</li> </ul>	<ul style="list-style-type: none"> <li>■ After an employee's separation from service where the separation occurs during or after the year the employee reaches age 55</li> <li>■ To an alternate payee under a qualified domestic relations order (QDRO)</li> </ul>

## Substantially equal periodic payments

Distributions from a qualified plan, a 403(b) or an IRA before age 59½ are not subject to the 10% early withdrawal penalty if they consist of a series of “substantially equal periodic payments” (SEPP) that satisfy Section 72(t) of the Internal Revenue Code. Payments must be taken annually for at least five years or until age 59½, whichever is longer.

## Calculating the distribution amount

IRS-approved method	Description	Key features
RMD	<ul style="list-style-type: none"> <li>■ Divide the account balance for each year by the appropriate life-expectancy factor from one of three IRS tables:</li> <li>■ Uniform Lifetime</li> <li>■ Single Life Expectancy</li> <li>■ Joint and Last Survivor</li> <li>■ The same table must be used for all payment calculations.</li> </ul>	<ul style="list-style-type: none"> <li>■ Requires annual recalculation of the payment using the updated account balance and life-expectancy factor.</li> <li>■ Of the three methods, the RMD method generally results in the lowest payment.</li> <li>■ Annual changes to the payment amount are not considered modifications of the SEPP arrangement.</li> </ul>
Fixed Amortization	<ul style="list-style-type: none"> <li>■ Amortize the account balance in the first year of payment using the life-expectancy factor from one of the IRS tables listed above and an interest rate.</li> <li>■ The interest rate can't be more than 120% of the federal mid-term rate for either of the two months immediately preceding the month in which payments begin.</li> </ul>	<ul style="list-style-type: none"> <li>■ The payment is not recalculated after it is initially determined – it remains the same each year.</li> <li>■ Exception: The IRS allows the account owner to switch to the RMD method in any year after the first year provided the RMD method continues to be followed in all later years.</li> </ul>
Fixed Annuitization	<ul style="list-style-type: none"> <li>■ Similar to the fixed amortization method except that the life-expectancy factor (“annuity factor”) is taken from an IRS-approved mortality table.</li> </ul>	<ul style="list-style-type: none"> <li>■ The payment is not recalculated after it is initially determined – it remains the same each year.</li> <li>■ Exception: The IRS allows the account owner to switch to the RMD method in any year after the first year provided the RMD method continues to be followed in all later years.</li> </ul>

## RMD calculation

To find the current RMD, divide the adjusted balance of all IRAs on December 31 of the previous year by the applicable divisor from the IRS Uniform Lifetime Table. Use the account owner's age on this year's birthday.

### IRS uniform lifetime table

Age	Applicable divisor	Age	Applicable divisor	Age	Applicable divisor
70	27.4	80	18.7	90	11.4
71	26.5	81	17.9	91	10.8
72	25.6	82	17.1	92	10.2
73	24.7	83	16.3	93	9.6
74	23.8	84	15.5	94	9.1
75	22.9	85	14.8	95	8.6
76	22.0	86	14.1	96	8.1
77	21.2	87	13.4	97	7.6
78	20.3	88	12.7	98	7.1
79	19.5	89	12.0	99	6.7

If the account owner's spouse is the sole beneficiary of the IRA and is more than 10 years younger than the owner, use a separate IRS table – Joint and Last Survivor – that addresses joint life expectancy, which will result in a lower RMD.

<sup>1</sup> The early distribution penalty is 25% (instead of 10%) during the first two years of SIMPLE IRA plan participation.



# Rollovers and transfers

## Retirement plan distributions

Plan type	What distributions can be rolled over/transferred	What distributions cannot be rolled over/transferred	Rollover options		
			Direct rollover	Indirect rollover	Partial rollover
Qualified/403(b)/ Governmental 457(b)	<ul style="list-style-type: none"> <li>Any eligible distribution that is not described at right<sup>1</sup></li> </ul>	<ul style="list-style-type: none"> <li>RMDs</li> <li>Corrective distributions of excess contributions or deferrals</li> <li>Hardship distributions</li> <li>Loans treated as distributions</li> <li>Distributions that are part of a series of substantially equal payments made at least annually over a lifetime or a period of 10 years or more</li> <li>Dividends on employer securities</li> <li>The cost of life insurance coverage</li> </ul>	<ul style="list-style-type: none"> <li>Trustee-to-trustee transfer to an eligible plan or IRA</li> <li>No tax or penalty in the year of the rollover (unless the rollover is to a Roth IRA or a designated Roth account in the plan)</li> </ul>	<ul style="list-style-type: none"> <li>The plan must withhold 20% for federal income taxes, and the participant receives the net amount.</li> <li>To avoid tax and a potential 10% early distribution penalty, the participant must deposit the full distribution (including the 20%) in an eligible plan or IRA.</li> </ul>	<ul style="list-style-type: none"> <li>A portion of the distribution is transferred or rolled over, and the participant keeps the remainder.</li> <li>The amount not transferred or rolled over is subject to tax and possibly a 10% early withdrawal penalty.</li> </ul>
Traditional IRA/ SEP/SIMPLE IRA	<ul style="list-style-type: none"> <li>Any distribution to the account owner or the owner's surviving spouse (who inherited the IRA) that would be taxable if it is not rolled over or transferred to another plan or IRA (but only one 60 day rollover is allowed from the owner's aggregate IRAs in a one-year period)<sup>2</sup></li> </ul>	<ul style="list-style-type: none"> <li>Amounts representing nondeductible contributions to a traditional IRA</li> <li>Any distribution made within one year of another distribution that was rolled over from the account owner's aggregate IRAs</li> <li>Any distribution to a nonspouse beneficiary who inherited the IRA</li> </ul>	<ul style="list-style-type: none"> <li>Trustee-to-trustee transfer to an eligible plan or IRA</li> <li>No tax or penalty in the year of the rollover (unless the rollover is to a Roth IRA)</li> </ul>	<ul style="list-style-type: none"> <li>The IRA owner receives the distribution and deposits it in an eligible plan or IRA within 60 days.</li> <li>No tax or penalty in the year of the rollover (unless the rollover is to a Roth IRA)</li> </ul>	<ul style="list-style-type: none"> <li>A portion of the distribution is transferred or rolled over, and the IRA owner keeps the remainder.</li> <li>The amount not transferred/rolled over is subject to tax and possibly a 10% early withdrawal penalty.</li> </ul>
Roth IRA	<ul style="list-style-type: none"> <li>Generally, any distribution to the account owner or the owner's surviving spouse (but only one 60 day rollover is allowed from the owner's aggregate IRAs within a one-year period)<sup>2</sup></li> </ul>	<ul style="list-style-type: none"> <li>Any distribution made within one year of another distribution that was rolled over from the account owner's aggregate IRAs</li> <li>Any distribution to a nonspouse beneficiary of the Roth IRA</li> </ul>	<ul style="list-style-type: none"> <li>Trustee-to-trustee transfer to another Roth IRA</li> <li>No tax or penalty in the year of the rollover</li> </ul>	<ul style="list-style-type: none"> <li>The Roth IRA owner receives the distribution and deposits it in a Roth IRA within 60 days.</li> <li>No tax or penalty in the year of the rollover</li> <li>The five-year period used to determine qualified distributions doesn't change.</li> </ul>	<ul style="list-style-type: none"> <li>A portion of the distribution is transferred or rolled over to another Roth IRA, and the account owner keeps the remainder.</li> <li>Any earnings amount that is not rolled over is potentially subject to tax and a 10% early withdrawal penalty (unless distribution is qualified).</li> </ul>

## Moving money between plans

Roll from	Roll to							
	Roth IRA	Traditional IRA	SIMPLE IRA	SEP	457(b) (government)	Qualified plan <sup>3</sup> (pretax)	403(b) (pretax)	Designated roth account (401(k), 403(b), or 457(b))
Roth IRA	Yes	No	No	No	No	No	No	No
Traditional IRA	Yes <sup>4</sup>	Yes	No	Yes	Yes	Yes	Yes	No
SIMPLE IRA	Yes <sup>4</sup> , after two years	Yes, after two years	Yes	Yes, after two years	Yes <sup>5</sup> , after two years	Yes, after two years	Yes, after two years	No
SEP	Yes <sup>4</sup>	Yes	No	Yes	Yes <sup>5</sup>	Yes	Yes	No
457(b) (government)	Yes <sup>4</sup>	Yes	No	Yes	Yes	Yes	Yes	Yes <sup>4,6</sup> , after 12/31/10
Qualified Plan <sup>3</sup> (pretax)	Yes <sup>4</sup>	Yes	No	Yes	Yes <sup>5</sup>	Yes	Yes	Yes <sup>4,6</sup> , after 9/27/10
403(b) (pretax)	Yes <sup>4</sup>	Yes	No	Yes	Yes <sup>5</sup>	Yes	Yes	Yes <sup>4,6</sup> , after 9/27/10
Designated Roth Account (401(k), 403(b), or 457(b))	Yes	No	No	No	No	No	No	Yes, if a direct trustee-to-trustee transfer

Source: IRS

1 A distribution to a nonspouse designated beneficiary of a deceased employee will be treated as an eligible rollover distribution only if it is directly transferred to a traditional or Roth IRA established to receive the distribution.

2 There is also a prohibition on making another tax-free rollover from the IRA that received the rollover contribution within the same one-year period.

3 Qualified plans include, for example, profit sharing, 401(k) and money purchase plans.

4 Must include in income

5 Must have separate accounts

6 Must be an in-plan rollover

# Federal tax rates and schedules

## Federal income tax for 2015: Single

If taxable income is over ...	But not over ...	The tax is ...
\$0	\$9,225	10% of the amount over \$0
\$9,226	\$37,450	\$922.50 plus 15% of the amount over \$9,225
\$37,451	\$90,750	\$5,156.25 plus 25% of the amount over \$37,450
\$90,751	\$189,300	\$18,481.25 plus 28% of the amount over \$90,750
\$189,301	\$411,500	\$46,075.25 plus 33% of the amount over \$189,300
\$411,501	\$413,200	\$119,401.25 plus 35% of the amount over \$411,500
\$413,201	No limit	\$119,996.25 plus 39.6% of the amount over \$413,200

## Capital gains tax for 2015: Individuals

Tax bracket	Short-term rate (12 months or less)	Long-term rate (longer than 12 months)
10%	Ordinary income tax rate	0%
15%	Ordinary income tax rate	0%
25%	Ordinary income tax rate	15%
28%	Ordinary income tax rate	15%
33%	Ordinary income tax rate	15%
35%	Ordinary income tax rate	15%
39.6%	Ordinary income tax rate	20%

## Federal income tax for 2016: Single

If taxable income is over ...	But not over ...	The tax is ...
\$0	\$9,275	10% of the amount over \$0
\$9,275	\$37,650	\$927.50 plus 15% of the amount over \$9,275
\$37,650	\$91,150	\$5,183.75 plus 25% of the amount over \$37,650
\$91,150	\$190,150	\$18,558.75 plus 28% of the amount over \$91,150
\$190,150	\$413,350	\$46,278.75 plus 33% of the amount over \$190,150
\$413,350	\$415,050	\$119,934.75 plus 35% of the amount over \$413,350
\$415,050	No Limit	\$120,529.75 plus 39.6% of the amount over \$415,050

## Capital gains tax for 2016: Individuals

Tax bracket	Short-term rate (12 months or less)	Long-term rate (longer than 12 months)
10%	Ordinary income tax rate	0%
15%	Ordinary income tax rate	0%
25%	Ordinary income tax rate	15%
28%	Ordinary income tax rate	15%
33%	Ordinary income tax rate	15%
35%	Ordinary income tax rate	15%
39.6%	Ordinary income tax rate	20%

## Federal income tax for 2015: Married filing jointly or surviving spouses

If taxable income is over ...	But not over ...	The tax is ...
\$0	\$18,450	10% of the amount over \$0
\$18,451	\$74,900	\$1,845 plus 15% of the amount over \$18,450
\$74,901	\$151,200	\$10,312.50 plus 25% of the amount over \$74,900
\$151,201	\$230,450	\$29,387.50 plus 28% of the amount over \$151,200
\$230,451	\$411,500	\$51,577.50 plus 33% of the amount over \$230,450
\$411,501	\$464,850	\$111,324 plus 35% of the amount over \$411,500
\$464,851	No limit	\$129,996.50 plus 39.6% of the amount over \$464,850

## Standard deduction for 2015

Filing status	Deduction
Single	\$6,300
Married filing jointly	\$12,600
Married filing separately	\$6,300
Head of household	\$9,250
Surviving Spouse	\$12,600

## Standard deduction for 2016

Filing status	Deduction
Single	\$6,300
Married filing jointly	\$12,600
Married filing separately	\$6,300
Head of household	\$9,300
Surviving Spouse	\$12,600

## Federal income tax for 2016: Married filing jointly or surviving spouses

If taxable income is over ...	But not over ...	The tax is ...
\$0	\$18,550	10% of the amount over \$0
\$18,550	\$75,300	\$1,855 plus 15% of the amount over \$18,550
\$75,300	\$151,900	\$10,367.50 plus 25% of the amount over \$75,300
\$151,900	\$231,450	\$29,517.50 plus 28% of the amount over \$151,900
\$231,450	\$413,350	\$51,791.50 plus 33% of the amount over \$231,450
\$413,350	\$466,950	\$111,818.50 plus 35% of the amount over \$413,350
\$466,950	No Limit	\$130,578.50 plus 39.6% of the amount over \$466,950



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