# Fund Basics

*One of the primary benefits of working for a YMCA is that you can build your savings with the YMCA Retirement Fund. In the course of your YMCA career, if you move from one YMCA to another, your savings stay at the YMCA Retirement Fund.*

**YMCA RETIREMENT FUND**

- Retirement Plan
  - Personal Account
  - YMCA Account
  - After-Tax Account
- Tax-Deferred Savings Plan
  - 403(b) Smart Account
  - Rollover Account

## The Retirement Plan

The Retirement Plan is a 401(a) defined contribution account balance plan. This means that your benefits are defined by the amount contributed to your accounts during your career, plus the interest credited to these accounts.

### Eligibility

To be eligible to be enrolled in the Retirement Plan, you must have completed 1,000 hours of service during each of any two 12-month periods, beginning with your date of hire. These two years do not have to be consecutive. You must also be at least age 21. Once you are eligible, your YMCA will enroll you in the Retirement Plan and you are immediately vested.

### The Retirement Plan Accounts

Your YMCA chooses the total percentage that will be contributed to your Personal Account and YMCA Account. Contributions are based on your compensation. Some YMCAs contribute the entire amount. Others require that both you and your YMCA contribute.

Once you are enrolled in the Retirement Plan, you may also contribute to an After-Tax Account. This account allows you to save money that has already been taxed.

## The Tax-Deferred Savings Plan

As an employee of a participating YMCA, you can participate in the Savings Plan. You can open a 403(b) Smart Account from your first day of employment, regardless of your age or hours worked. This account allows you to save money on a pre-tax basis through payroll deduction.

You'll have to pay Social Security and Medicare taxes on the amounts you contribute. You do not have to pay federal income tax on your contributions, or on the account's earnings, until you withdraw them from the Savings Plan (state tax laws vary).

### Rollovers

Whether you are a new employee or have been working at a YMCA for a while, you may roll over taxable amounts from qualified plans, tax-deferred annuities, deferred compensation governmental plans, Traditional IRAs, SEP IRAs or SIMPLE IRA plans into a Rollover Account in the Savings Plan.

### Loans

While you are working for a participating YMCA, you can borrow from the Savings Plan. For more information about loans, see our publication *Getting a Loan from the Tax-Deferred Savings Plan* on our website, or call Customer Service at 1 800-RET-YMCA.

### At Retirement

If you are no longer working for a YMCA, you can start a lifetime annuity as early as age 55. You can decide whether to take an annuity or a distribution with the monies saved in either the Retirement Plan or Savings Plan, while leaving your money in the other Plan to continue to earn interest. These decisions can be made for each Plan at different times.

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