



# DAP

A lifelong retirement plan

# Heads Up

Directed Account Plan 401(k) Quarterly Newsletter

April 2024

## A strategy created just for you

**You have access to investment advice and personalized retirement advisory services through the Directed Account Plan. Not an investment expert? With Empower My Total Retirement™<sup>1</sup>, you don't need to be.**

While basic investment strategies consider only your age, My Total Retirement™<sup>1</sup> (MTR) looks at a wide range of factors to develop a more in-depth picture of who you are before creating a strategy that best fits your individual needs:



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### **My Total Retirement's personalized approach to investing can help you:**

#### **Get professional assistance**

look at your full financial picture to develop an investment strategy for your specific goals.

#### **Feel more confident**

Professionals create a plan that addresses your savings, investing and retirement income needs.

#### **Save Time**

Do all the work for you, including making adjustments to help you get closer to the future you want.

#### **Get one-on-one attention**

Receive ongoing guidance and advice with access to investment advisor representatives.

## Take the guesswork out of managing your investments

After customizing your strategy, experienced professionals monitor and manage your investments for you and make adjustments as needed to help you stay on track for the future you want.

### **Designed to maximize your retirement income**

This service is already available through your plan and may help you better prepare for retirement.

The additional cost may be less than you would pay for a similar service outside of your plan.

If you prefer to manage your own investments, Online Advice generates saving and investing suggestions based on the information you provide.

How much help is right for you?	My Total Retirement	Online Advice
Saving and investment recommendations	•	•
Personalized retirement strategy managed by professionals	•	
Investment advice implemented for you	•	
One-to-one access to investment professionals	•	
Retirement income advice	•	
Control over your investment transactions		•
Fee-based service paid from your account	•	
No additional cost to you		•

Talk to a retirement consultant about personalizing your retirement strategy.

Call **844-302-2448** or get started now at **dap401k.com**

<sup>1</sup> Online Advice and My Total Retirement™ are part of the Empower Advisory Services suite of services offered by Empower Advisory Group, LLC, a registered investment adviser. Past performance is not indicative of future returns. You may lose money.

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## Pretax 401(k) versus Roth 401(k) Contributions

Factor	Pretax 401(k)	Roth 401(k)
<b>Contributions</b>	Money is taken out of your paycheck before you pay taxes. Your money grows on a tax-deferred basis.	Money is taken out of your paycheck after you pay taxes.
<b>Your taxable income and take-home pay</b>	You lower your current taxable income during the year the contributions are made. You have more take-home pay than you would if you had made Roth 401(k) contributions.	You do not lower your current taxable income during the year the contributions are made. Your take-home pay is lower compared with making pretax 401(k) contributions.
<b>Taxation at time of distribution</b>	Contributions and earnings are taxed as ordinary income at distribution.	Contributions have already been taxed, so those will be distributed tax-free. Earnings are also distributed tax-free when you take a qualified distribution.
<b>Consider this before making a decision</b>	This option may be for you if you plan to be in a lower income tax bracket during retirement and want to take advantage of the tax break on current income.	This option may be for you if you plan to be in the same or higher tax bracket during retirement and can afford to pay taxes on contributions now to get tax-free earnings in the future.
<b>Investments</b>	You can invest in any of the funds in the plan regardless of which contribution option(s) you choose.	
<b>What about rollovers?</b>	You may roll them over to an IRA or another employer's plan that accepts rollover contributions.	You may roll them over to a Roth IRA or another employer's plan that accepts and accounts for Roth after-tax 401(k) contributions.

**The intent of this communication is to provide useful information, not investment advice. Each participant in the Directed Account Plan is ultimately responsible to make his or her own investment decisions.**

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