

Roth IRA and Roth 457 Attribute Highlights

#	Attribute	Roth IRA	Roth 457												
1	Key tax advantage	Tax-free growth potential	Tax-free growth potential												
2	Maximum annual contribution (2007)	\$ 4,000	\$15,500												
3	Eligibility	<p>No age requirement; any individual with a Modified Adjusted Gross Income within the allowable guidelines:</p> <table style="margin-left: 40px; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Eligible</u></th> <th style="text-align: left;"><u>Married</u></th> <th style="text-align: left;"><u>Single</u></th> </tr> </thead> <tbody> <tr> <td>Full</td> <td><\$156,000</td> <td><\$99,000</td> </tr> <tr> <td>Partial</td> <td>\$156,001 to \$166,000</td> <td>\$99,001 to \$114,000</td> </tr> <tr> <td>None</td> <td>>\$166,000</td> <td>>\$114,000</td> </tr> </tbody> </table>	<u>Eligible</u>	<u>Married</u>	<u>Single</u>	Full	<\$156,000	<\$99,000	Partial	\$156,001 to \$166,000	\$99,001 to \$114,000	None	>\$166,000	>\$114,000	Any employee who satisfies the plan's eligibility requirements. (Generally, all employees become eligible on their first day of employment)
<u>Eligible</u>	<u>Married</u>	<u>Single</u>													
Full	<\$156,000	<\$99,000													
Partial	\$156,001 to \$166,000	\$99,001 to \$114,000													
None	>\$166,000	>\$114,000													
4	Earnings grow tax-deferred	Yes	Yes												
5	Earnings taxed upon withdrawal	No, if held five years, and you are 59 ½ or older, or if other rules are met	No, if held 5 years, and you are 59 ½ or older, or if other rules are met												
6	Contributions taxed upon withdrawal	No	No												
7	Contributions deductible from income tax	No	No												
8	Penalty-free withdrawals	Yes, if you are 59 ½ or older, or other rules are met	TBD												
9	Subject to minimum withdrawal requirement after age 70 ½	No	Yes, unless still employed by same governmental employer												
10	Contributions allowed after age 70 ½	Yes	Yes, if still employed by same governmental employer												

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#	Attribute	Roth IRA	Roth 457
11	Income limits	Adjusted Gross Income (AGI) limits for: <ul style="list-style-type: none"> - Single Filers = \$114,000 and above cannot contribute - Married, Joint Filers = \$166,000 and above cannot contribute - Married, Single Filers = \$ 10,000 and above cannot contribute 	None
12	Catch up contribution amount	\$ 1,000	\$ 5,000
13	Decision maker	Decision to establish and fund rests with the individual investor	Employer must decide to add Roth feature to sponsored 457 plan
14	Loans	Does not allow loans	TBD
15	Rollovers	Can only be rolled over to another Roth IRA	May be rolled over to another Roth 457 plan or Roth IRA