



Comparing your savings opportunities

What are your options?

Under the State of Nevada Deferred Compensation Plan (NDC) you can choose to make contributions on an after-tax basis to the Roth 457(b), on a pre-tax basis to the traditional 457(b), or a combination of the two. Your choice should depend upon what is best for your personal circumstances and savings objectives. The following chart will help you evaluate the differences between Traditional 457(b), Roth 457(b), and Roth IRA.

	457(b) Pre-tax		
Eligibility	As defined by the plan document, any full-time, permanent part-time, seasonal, or temporary State employee or employee of a participating political subdivision may participate.	Subject to the same rules as the 457(b) pre-tax plan	For 2019: If filing status is single or head-of-household, AGI must be less than \$122,000 for a full contribution. If filing status is married filing jointly, combined AGI must be less than \$193,000 for a full contribution.
Maximum annual contributions <small>(before any available catch-up)</small>	\$19,000 in 2019*	\$19,000 in 2019*	\$6,000
Catch-up contributions	Age 50+ catch-up** \$6,000 in 2019 Special catch-up** Up to twice the annual maximum (\$38,000 in 2019) for three-year special catch-up for eligible participants.	Age 50+ catch-up** \$6,000 in 2019 Special catch-up** Up to twice the annual maximum (\$38,000 in 2019) for three-year special catch-up for eligible participants.	Age 50+ catch-up \$1,000 additional contribution in 2019 for a total contribution of \$7,000
Rollovers in <small>Compare your options for differences in cost, benefits, charges and other important features before you rollover assets. You may want to consult your legal or tax advisors.</small>	Yes. Amounts rolled over from other non-457(b) eligible retirement plans (401(a); 401(k); 403(b); and traditional IRA) remain subject to the 10% IRS premature distribution penalty, unless an exemption applies.	Yes, directly from other designated Roth accounts. Earnings on Roth rolled over amounts from non-457(b) eligible retirement plans remain subject to the IRS 10% premature distribution penalty tax when withdrawn, if those amounts were considered non-qualified Roth distributions.	Yes. Special rules in determining the holding period apply if Roth amounts from an eligible retirement plan are rolled into a Roth IRA.



	457(b) Pre-tax	Roth 457(b) After tax	Roth IRA
Distributions Permitted	Available upon severance from employment, death, attainment of age 70½, incurring of an unforeseeable emergency, or for De minimis accounts (not in excess of \$5,000) if certain conditions are met.	Subject to the same rules as traditional 457(b) contributions.	At any time (no restrictions apply).
Tax-Free Qualified Distribution	Not applicable. All distributions subject to ordinary income tax. Please note, you are still required to have a “triggering event” to receive a distribution. These events are: <ul style="list-style-type: none"> • Severance from employment • Attainment of Age 70½ • Death • De minimis accounts accounts less than or equal to \$5,000 (certain conditions apply) • Unforeseeable Emergency 	Provided you have a triggering event for a distribution, earnings on Roth amounts will be a qualified distribution and free from federal income tax if the following criteria are met 5-year holding period and the participant has experienced one of these events: <ul style="list-style-type: none"> • Disability • Death • Attainment of age 59½ (assuming you have severed employment) 	Earnings on Roth amounts will be a qualified distribution and free from federal income tax if the following criteria are met to ensure a tax-free qualified distribution: 5-year holding period and the participant has experienced one of these events: <ul style="list-style-type: none"> • Attainment of age 59½ • Disability • Death • Certain first-time home purchases
Required Minimum Distributions (RMDs)	Required at the later of age 70½ or retirement, and subject to an IRS 50% penalty tax on RMD amount not taken timely.	Required at the later of age 70½ or retirement, and subject to an IRS 50% penalty tax on RMD amount not taken timely. However, a Roth 457(b) account may be rolled into a Roth IRA, which has no RMD requirement during participant’s lifetime.	No, during owner’s lifetime. RMD will apply to beneficiaries under the Roth IRA.

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