



A **money purchase plan** can be your primary source of retirement income or play a key supporting role. The more you know about how it works, the better you can plan for your retirement.

ICMA-RC is now

**MissionSquare**  
RETIREMENT

## Get to know your 401(a) Money Purchase Plan

### A retirement plan you control

An account in your employer's 401(a) Money Purchase Plan will help you build retirement savings.

Your account is funded by contributions made by you and/or your employer.

- The value of your account fluctuates based on the performance of the investments you select.
- You don't pay any taxes on the money in your account until you withdraw it.
- You have flexible withdrawal options upon separation from service.
- In the event of your death, your designated beneficiaries will receive the money in your account.

## Contributions

You and your employer contribute to your account each year based on a set formula, which is determined by your employer. See retirement savings contribution limits: [www.icmarc.org/contributionlimits](http://www.icmarc.org/contributionlimits)

## Vesting

Your ownership in employer contributions to the plan (if applicable) is determined by the plan's vesting schedule.

- You're vested (fully own) 100% for all contributions you make, as well as any associated earnings.
- Your ownership of employer contributions is typically based on a vesting schedule in which you have to work a certain number of years before being vested 100%.

## Manage your investments

You control how the money in your account is invested and can make changes any time. Review the available investments and the online resources MissionSquare Retirement offers to help you decide how to invest contributions.

## Access to your money

Based on your employer's plan rules, withdrawals may also be allowed while you're still working.

When you leave your employer, you can withdraw assets regardless of the reason and your years of service.

Enjoy flexible withdrawal options for vested assets like:

- A withdrawal of your entire balance
- Periodic, partial withdrawals as you see fit
- Installment payments of a certain dollar amount and frequency, such as monthly or quarterly, that you can change at any time
- Lifetime income payments

After you reach age 72 or separate from service, whichever is later, you'll be required to withdraw at least a minimum amount from your account each year, per IRS rules.

If plan rules and/or IRS rules allow, you can also borrow against your vested assets through a loan.

Unlike with 457 plans, withdrawals prior to age 59½ are subject to the IRS 10% penalty tax unless an exception applies, such as separation from service in the year you turn age 55 or later.

## Roll-ins

After leaving your employer, assets can be transferred – or rolled in – to another eligible retirement plan without being taxed.

## Designate beneficiaries

You designate a beneficiary, or beneficiaries, to receive any remaining assets upon your death.

- Most plans require that if you're married, your spouse is automatically your beneficiary for 100% of your account, unless they waive this right.
- If you don't designate beneficiaries, your estate is the default beneficiary, in which case:
  - Assets may not be distributed per your wishes.
  - Assets are subject to probate costs, potential delays, and creditor claims.
  - Non-spouse heirs may receive fewer tax benefits.

Beneficiaries control investment decisions, receive the most flexible withdrawal options allowed by law, and aren't subject to any additional fees.

MissionSquare can help you decide how much to save and how to invest through **Guided Pathways®**. Find more information at: [www.icmarc.org/guidedpathways](http://www.icmarc.org/guidedpathways)



### Learn more

- Get to know your 401(a) plan: [www.icmarc.org/401a](http://www.icmarc.org/401a)
- Log into your account to manage your savings: [www.icmarc.org](http://www.icmarc.org)
- Check out tips and tools to help you save, invest, and retire: [www.icmarc.org/learn](http://www.icmarc.org/learn)

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Founded in 1972, **MissionSquare Retirement** helps those who serve their communities build toward a secure and confident financial future. MissionSquare is a mission-based, nonstock, nonprofit, financial services company that focuses on delivering results-oriented retirement plans, education, investments, and advice for over 1.5 million public participant accounts. For more information, visit [www.icmarc.org](http://www.icmarc.org).