

# Individual Retirement Account



An Individual Retirement Account (IRA) is an excellent long-term investment option that should be part of everyone's retirement savings portfolio, regardless of income or other retirement plans. IRA plans allow certain tax advantages for deposits (contributions) and withdrawals (distributions). The IRA options available through Comerica Bank are as follows:

	Traditional IRA	Roth IRA	Simplified Employee Pension Plan (SEP)	Savings Incentive Match Plan for Employees IRA (SIMPLE)
<b>Purpose</b>	<ul style="list-style-type: none"> <li>Retirement savings</li> </ul>	<ul style="list-style-type: none"> <li>Retirement savings</li> <li>First time home purchase</li> </ul>	<ul style="list-style-type: none"> <li>Retirement plan for self-employed individuals or small business owners with variable earnings</li> </ul>	<ul style="list-style-type: none"> <li>For businesses with 100 or fewer eligible employees seeking an alternative to the 401(k) plan</li> <li>Self-employed individuals with earned income</li> </ul>
<b>Features</b>	<ul style="list-style-type: none"> <li>Earnings are tax-deferred</li> <li>Contributions may be tax deductible</li> <li>Deductible contribution thresholds are adjusted periodically for the cost of living</li> </ul> <p>Spousal IRAs available for non-working spouses</p>	<ul style="list-style-type: none"> <li>Contributions are made with after-tax dollars</li> <li>Earnings accumulate tax-free</li> <li>No age restrictions for contributions</li> <li>Qualified distributions are tax-free</li> <li>Transfers of Traditional IRAs to Roth IRAs available</li> <li>Spousal IRAs available for non-working spouses</li> </ul>	<ul style="list-style-type: none"> <li>Easy to establish &amp; maintain</li> <li>Low cost</li> <li>Minimal IRS filings and paperwork</li> <li>Flexible employer contributions</li> <li>Employer not committed to contribute for any future years</li> <li>No age limitations as long as income is still being earned</li> <li>\$500 tax credit for each of the first 3 years for start-up costs</li> </ul>	<ul style="list-style-type: none"> <li>Easy to establish and maintain</li> <li>Earnings on contributions are tax-deferred</li> <li>Pre-tax contributions may reduce employee's current taxable income</li> <li>Employers of household workers may make deductible contributions to a SIMPLE IRA on behalf of their workers</li> <li>100% immediate participant vesting</li> <li>No non-discrimination testing and no participation requirements</li> </ul>
<b>Eligibility Requirements</b>	<p>Must have earned income for the year</p>	<ul style="list-style-type: none"> <li>Eligibility based on Adjusted Gross Income limits</li> </ul>	<ul style="list-style-type: none"> <li>Must include all employees who <ul style="list-style-type: none"> <li>At least age 21</li> <li>Worked for employer at least 3 of the past 5 years</li> <li>Earned at least \$650 income in previous year</li> </ul>                     Employer cannot have any other retirement plan                 </li> <li>May exclude <ul style="list-style-type: none"> <li>Union employees</li> <li>Non-resident alien employees</li> <li>Employees who earned less than \$650</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Must include all employees who <ul style="list-style-type: none"> <li>Earned at least \$5,000 during two preceding years and can reasonably expect to earn at least \$5,000 current year</li> </ul> </li> <li>May exclude <ul style="list-style-type: none"> <li>Union employees</li> <li>Non-resident alien employees</li> </ul> </li> </ul>
<b>Plan Contribution Limits</b>	<ul style="list-style-type: none"> <li>Annual IRS Contribution limit or 100% of earned income, whichever is less</li> <li>Additional contributions (known as Catch-up Contributions) available for individuals age 50 and better</li> </ul>	<ul style="list-style-type: none"> <li>Annual IRS Contribution limit or 100% of earned income, whichever is less</li> <li>Additional contributions (known as Catch-up Contributions) available for individuals age 50 and better</li> </ul>	<ul style="list-style-type: none"> <li>25% of the employee's first \$345,000 of compensation or \$69,000, whichever is less</li> </ul> <p><i>Employer contributions are excluded from employees' gross income. Employees may also make contributions to their SEP-IRA. However, employees' total contributions to SEP-IRA, Traditional IRA, and/or Roth IRA are subject to yearly maximums.</i></p> <p><i>Employee contribution</i></p>	<ul style="list-style-type: none"> <li>Maximum Annual IRS Employee salary reduction contribution limits apply</li> <li>Additional contributions (known as Catch-up Contributions) available for individuals age 50 and better.</li> <li>Employer Match requirements apply</li> </ul>
<b>Withdrawal Guidelines</b>	<ul style="list-style-type: none"> <li>Required Minimum Distributions at age 73</li> <li>Some IRA penalty-free withdrawal opportunities<sup>1</sup> include: <ul style="list-style-type: none"> <li>Contribution to First Time Home Purchase</li> <li>Qualifying expenses: Education, Medical, Health Insurance (if unemployed)</li> <li>Age 59½ or later</li> <li>Disability</li> <li>Death</li> <li>Equal periodic payments</li> <li>IRS Tax Levy</li> <li>Qualified hurricane or recovery assistance distributions</li> <li>Qualified birth or adoption distribution</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>No Required Minimum Distributions during the account holder's lifetime</li> <li>After 5 years of opening, some IRA penalty-free withdrawal opportunities<sup>1</sup> include: <ul style="list-style-type: none"> <li>Contribution to First Time Home Purchase</li> <li>Age 59½ or later</li> <li>Disability</li> <li>Death</li> <li>Qualified birth or adoption distribution</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Required Minimum Distributions at age 73</li> <li>Some IRA penalty-free withdrawal opportunities<sup>1</sup> include: <ul style="list-style-type: none"> <li>Contribution to First Time Home Purchase</li> <li>Qualifying expenses: Education, Medical, Health Insurance (if unemployed)</li> <li>Age 59½ or later</li> <li>Disability</li> <li>Death</li> <li>Equal periodic payments</li> <li>IRS Tax Levy</li> <li>Qualified hurricane or recovery assistance distributions</li> <li>Qualified birth or adoption distribution</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Required Minimum Distributions at age 73</li> <li>Some IRA penalty-free withdrawal opportunities<sup>1</sup> include: <ul style="list-style-type: none"> <li>Contribution to First Time Home Purchase</li> <li>Qualifying expenses: Education, Medical, Health Insurance (if unemployed)</li> <li>Age 59½ or later</li> <li>Disability</li> <li>Death</li> <li>Equal periodic payments</li> <li>IRS Tax Levy</li> <li>Qualified hurricane or recovery assistance distributions</li> <li>Qualified birth or adoption distribution</li> </ul> </li> </ul>

<sup>1</sup>All other withdrawals are subject to an IRS early distribution penalty. Consult with your tax advisor.

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