

EVG

Expert and Vendor Guide

ACBA

2024

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A valuable resource for the legal community, this guide includes listings of businesses, vendors and expert witnesses organized by categories of interest to Pittsburgh-area attorneys.

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In order to serve the needs of their clients, attorneys partner with an array of vendors, expert witnesses, consultants and other businesses. Through our Expert and Vendor Guide (EVG), the Allegheny County Bar Association aims to help attorneys find the right experts, business partners and vendors to help their practices excel.

This publication lists the contact information for dozens of vetted partners – organized by business category – that the attorneys of the Pittsburgh Legal Community partner with. This publication is distributed to ACBA members via email four times per year, is available 24/7 at ACBA.org/EVG and will be published in hard copy form in the April 5, 2024 edition of the *Lawyers Journal* newspaper.

Vendors interested in being listed in future editions of the Expert and Vendor Guide should contact Brian Knavish, the ACBA's Director of Marketing, Media Relations and Strategic Partnerships, at bknavish@acba.org or 412-402-6620.

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A Retirement Savings Dilemma: Traditional or Roth 401(k) *By Shorebridge Wealth Management*

Should I be contributing to my company's Traditional 401(k) or Roth 401(k)? Both types of 401(k) accounts offer distinct advantages and disadvantages, and it is important to understand key differences before making a decision.

Tax Treatment: Contributions to a Traditional 401(k) are made with pre-tax dollars, allowing you to receive a tax deduction for the full amount of your contribution. Taxes will eventually be owed, however, as withdrawals during retirement are taxed at your ordinary income tax rate. On the other hand, contributions to a Roth 401(k) are made with after-tax dollars. Thus, the growth of your investments and withdrawals upon reaching age 59 ½ are tax-free.



Income Limits: Unlike IRAs, 401(k)s do not have any income limitations. High-income earners can contribute to both Traditional & Roth 401(k) regardless of income level.

Required Minimum Distributions (RMDs): Traditional 401(k)s mandate required minimum distributions starting at age 73, according to current tax laws. Failure to withdraw the required amount can result in significant penalties. Conversely, Roth 401(k)s do not have required minimum distributions during the account holder's lifetime. This provides more flexibility for those who may not need to access their retirement savings immediately upon retirement.

Employer Contributions: If your employer matches your contributions, regardless of whether you contribute to a Traditional or Roth 401(k), the employer's contributions are typically made with pre-tax dollars and will be taxed upon withdrawal.

The new *Secure Act 2.0* now allows companies to offer Roth matching contributions as a feature of their plan.

Choosing Between a Traditional or Roth 401(k):

Current vs. Future Tax Considerations: If you anticipate being in a lower tax bracket during retirement, contributing to a Traditional 401(k) can provide immediate tax savings at today's higher tax rate. On the other hand, if you expect to be in a higher tax bracket during retirement, a Roth 401(k) may be advantageous. Paying taxes on contributions now at your lower rate could be more favorable than paying taxes at higher rates on potentially larger withdrawals in the future. Keep in mind that future tax rates are uncertain, and some savers prefer to neutralize the uncertainty of future tax rates by choosing the Roth option.

Cont...

QUARTERLY MARKET OUTLOOK

Flexibility and Access to Funds: Early withdrawals from Traditional 401(k)s before the age of 59½ may incur both a 10% penalty and income taxes. This can limit your flexibility in accessing funds before reaching retirement age. Conversely, Roth 401(k)s offer more flexibility when it comes to accessing funds in retirement. Because contributions have already been taxed, you can withdraw your original contributions (not earnings) at any time without penalties.

Estate Planning: Traditional 401(k)s mandate required minimum distributions, which may result in a faster depletion of the account during the account holder's lifetime, potentially leaving fewer assets for heirs. Meanwhile, Roth 401(k)s can be beneficial for estate planning because they do not have required minimum distributions during the account holder's lifetime. This allows for potential tax-free growth and inheritance for future beneficiaries. This is particularly beneficial if beneficiaries are in high tax brackets.

Choosing between a Traditional or Roth 401(k) depends on various factors, including current and future tax considerations, financial goals, and personal preferences. Some individuals may even choose a combination of both Roth and traditional accounts to diversify their tax exposure. It's important to evaluate your unique circumstances, consider potential tax implications, and align your retirement savings strategy with your overall financial plan.

We suggest periodically reviewing your retirement savings strategy in consideration of the ever-evolving financial and tax law landscape. Your team of advisors can provide personalized guidance and help you make informed decisions. Ultimately, whether you elect to contribute into a Traditional or Roth 401(k), the key is to start saving early and consistently to achieve a more confident and comfortable retirement. If you have any questions, consider our team Shorebridge, we are here to help. ■

401(k) and Roth 401(k) plans are long-term retirement savings vehicles. Matching contributions from your employer may be subject to a vesting schedule. This material is being provided for information purposes only and is not a complete description, nor is it a recommendation. The information has been obtained from sources considered to be reliable, but we do not guarantee that the foregoing material is accurate or complete. Any opinions are those of the author, and not necessarily those of Raymond James. Every investor's situation is unique and you should consider your investment goals, risk tolerance and time horizon before making any investment. Investing involve risk and you may incur a profit or loss regardless of strategy selected. Raymond James and its advisors do not offer tax or legal advice. You should discuss any tax or legal matters with the appropriate professional.

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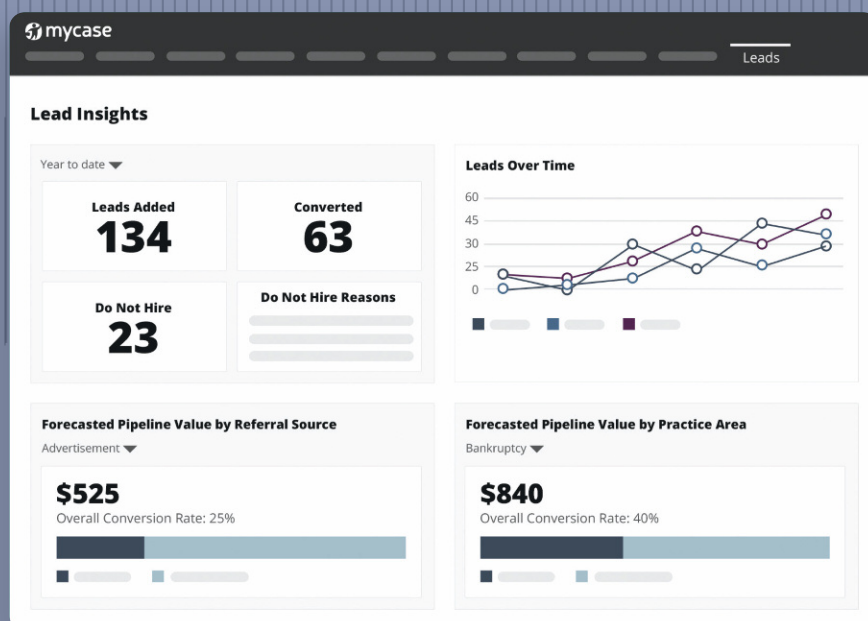
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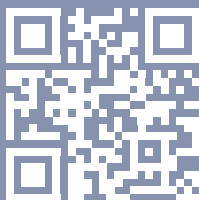
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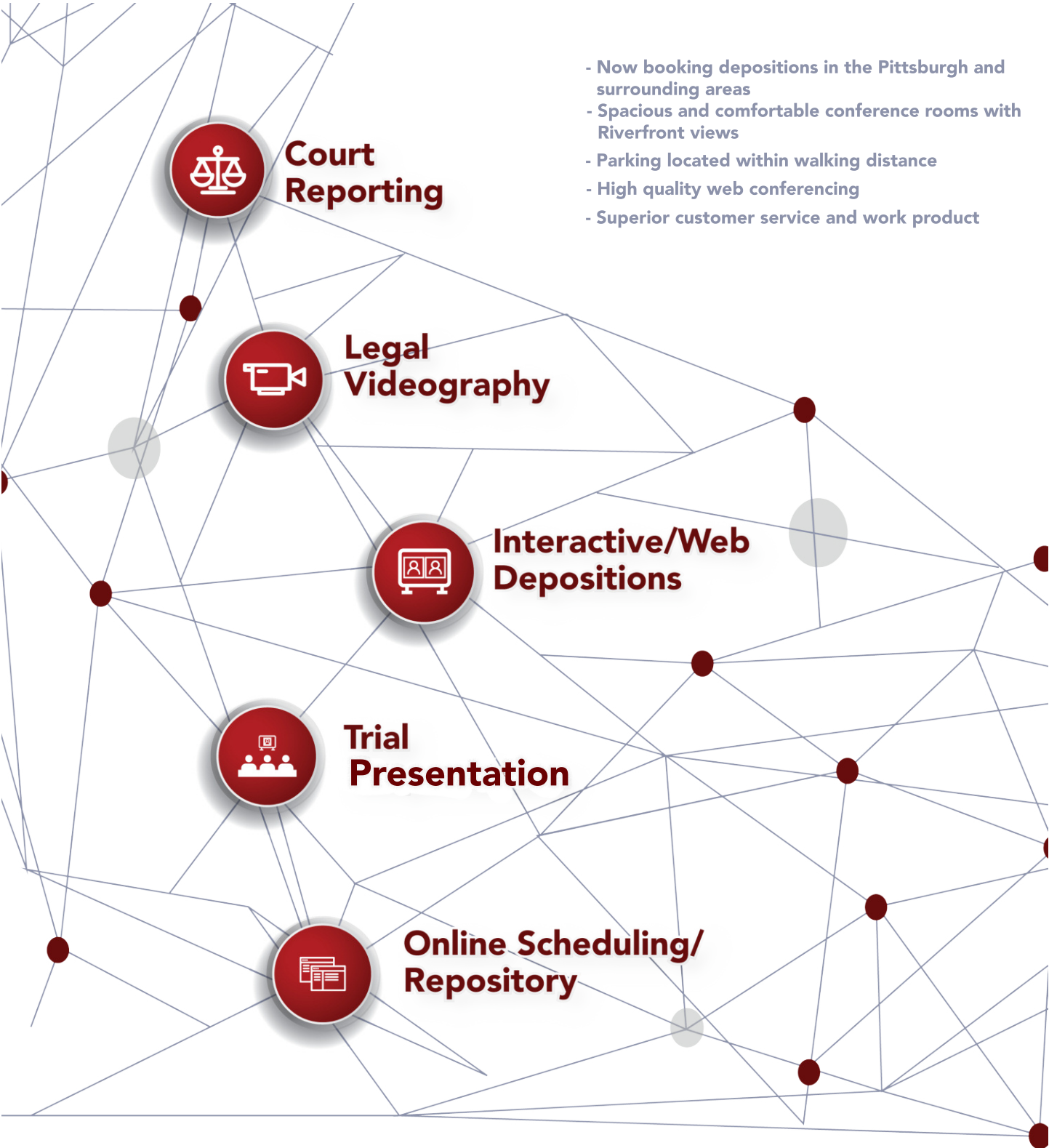
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