

Investing in You

Culture ▪ Career ▪ Total Rewards ▪ Well-being

Edward Jones®



Traditional After-tax 401(k) and In-Plan Roth Conversion

The Edward Jones Retirement Plan, consisting of profit sharing and 401(k), offers both options of a traditional after-tax 401(k) and in-plan Roth conversion. The traditional after-tax 401(k) allows you to contribute annually up to \$11,500 on an after-tax basis, above and beyond the annual combined pre-tax/Roth 401(k) contribution limit of \$23,500 (\$31,000 if you're age 50+ and \$34,750 if between the ages 60-63) for 2025. The in-plan Roth conversion allows non-Roth account balances, including traditional after-tax 401(k), to be converted to Roth account balances.

Access your accounts through Empower by:

- Gateway>Empower Retirement or outside of Edward Jones at www.edj401k.com.

Contributing to the After-tax 401(k)

- Access your account through Empower
 - Once on the Empower site, click *Account* then *Contributions* **or**
 - Call 1-877-EDJ-401K (1-877-335-4015) to make your elections over the phone.
- Contribute up to 25% of any regular or trimester bonus check
- Contribute up to \$11,500 annually
- Contributions will automatically stop once you've reached the annual limit and will automatically restart the following year, unless you change your election.

Making an In-Plan Roth Conversion

- Access your account through Empower
 - Once on the Empower site, click *Account*, *Balance*, then *Roth conversion*.
 - You can also access the form on the Empower site by clicking *Plan forms* in the left navigation, then *In-Plan Roth Rollover Request Form*.
- The following account balances can be converted:
 - Traditional after-tax 401(k) balances
 - Rollover balances
 - Pre-tax 401(k) balances
 - Profit Sharing balances
- Any earnings or pre-tax amounts converted are taxable the year converted to Roth.
- No impact on annual contribution limits for the pre-tax or Roth 401(k).
- Roth conversions within a qualified Plan are irrevocable (cannot later unwind).
- After-tax 401(k) amounts converted to Roth must be equal to the ratio of earnings to contributions of the entire after-tax 401(k) balance (you cannot just convert contributions). Within a qualified plan, there is not aggregation rule of pre-tax 401(k) or any amounts outside of the qualified plan.