

Required Minimum Distribution (RMD) Comparison Chart

	IRAs (Traditional, SEP, SIMPLE)	Individual 401(k)
When do I need take my first RMD?	You must take your first RMD by April 1 of the year following the year in which you turn 72, regardless of whether you are still employed. Roth IRAs have no RMDs.	Owners of the business, you must start RMDs by April 1 of the year following the year you turn 72.
What is the deadline for taking subsequent RMDs after the first RMD?	After the first RMD, you must take subsequent RMDs by December 31 of each year beginning with the year containing your required beginning date. Example: You turn 72 on July 15, 2022. You must take your first RMD, for 2022, by April 1, 2023. You must take your second RMD, for 2023, by December 31, 2023, and your third RMD, for 2024, by December 31, 2024.	Same as IRA rule.
How do I calculate my RMD?	Your RMD is generally determined by dividing the adjusted market value of your IRAs as of December 31 of the preceding year by the distribution period that corresponds with your age, as of your birth day, in the Uniform Lifetime Table [Table III in IRS Publication 590, Individual Retirement Arrangements (IRAs)]. If your spouse is your sole beneficiary, and is more than 10 years younger than you, you will use the Joint Life and Last Survivor Expectancy Table (Table II in IRS Publication 590-B).	The Employer/Plan Sponsor is responsible for calculating and distributing the RMD from the plan.
How should I take my RMDs if I have multiple accounts?	If you have more than one IRA, you must calculate the RMD for each IRA separately each year. However, you may aggregate your RMD amounts for all of your IRAs and withdraw the total from one IRA or a portion from each of your IRAs. You do not have to take a separate RMD from each IRA.	If you have more than one defined contribution plan, you must calculate and satisfy your RMDs separately for each plan and withdraw that amount from that plan.

Source: Internal Revenue Service (<http://www.irs.gov/Retirement-Plans/RMD-Comparison-Chart-%28IRAs-vs.-Defined-Contribution-Plans%29>)

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May I withdraw more than the RMD?	Yes, an IRA owner can always withdraw more than the RMD. You cannot apply excess withdrawals toward future years' RMDs.	Same as IRA rule.
May I take more than one withdrawal in a year to meet my RMD?	You may withdraw your annual RMD in any number of distributions throughout the year, as long as you withdraw the total annual minimum amount by December 31 (or April 1 of the following year if it is for your first RMD).	Same as IRA rule.
What happens if I do not take an RMD?	If the distributions to you in any year are less than the RMD for that year, you are subject to an additional tax equal to 50% of the undistributed RMD.	Not only will the employer be subject to the 50% penalty, it could also be a disqualification issue for the plan. It is recommended for the employer to go through the IRS correction program if an RMD is failed to be distributed. Check with a tax or legal advisor for assistance with the IRS or DOL correction programs.

Note: There are no RMD requirements for a Roth IRA while the owner is alive. However, designated Roth accounts in an employer plan are subject to the RMD rules. The designated Roth account balance in an Individual's 401(k) account is included in calculating the individual's RMD for the year.

Additional Resources

[IRS.gov](http://www.irs.gov)
 IRS Publication 560
 IRS Publication 590-B
 RMD Comparison Chart
 The Entrust Learning Center

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