

Your required minimum distribution (RMD) worksheet

Calculate and track RMDs for all your tax-deferred retirement accounts

Learn the basics below and then fill out the worksheet inside.

What is a required minimum distribution (RMD)?

An RMD is the minimum amount that must be taken every year from each of your tax-deferred retirement accounts and claimed as income for tax purposes.

Do RMDs apply to me?

- In general, RMDs must be taken for the first time no later than April 1 the year after your required beginning date and are due every December 31 after that.
- **If you are still working, you may be able to delay RMDs on the account with your current employer until you retire.** RMDs for all other tax-deferred retirement accounts, including IRAs and accounts from previous employers, must still be taken.
- The rules for inherited accounts differ. Contact us for more information.

When are RMDs due?

- For employer-sponsored retirement plans, your required beginning date is April 1 of the year following the calendar year in which you reach your RMD Applicable Age or retire from the plan sponsor, if later.
- Your RMD Applicable Age was 70 ½ if you were born before July 1, 1949; 72 if you were born on or

after July 1, 1949 or in 1950; 73 if you were born between 1951 and 1958; 75 if you were born in 1960 or later. If you were born in 1959, federal guidance is needed to determine if your RMD Applicable Age is 73 or 75.

- In the year you reach your Required Beginning Date (RBD), your first RMD is due by April 1 of the following year. Subsequent RMDs are due by December 31 each year.
- To avoid being bumped into a higher tax bracket by taking two RMDs in the same year, consider taking your first RMD by December 31 of the year that marks your RBD.
- If you miss the deadline for your RMDs, you may be subject to a 25% penalty on the amounts not taken.

What are the rules for multiple accounts?

- RMDs must be taken separately from each account UNLESS you have multiple 403(b) accounts or multiple IRA accounts.
- RMDs for like accounts of these types are still calculated separately, but the total can be taken all from one of the accounts or divided up between them as you wish.
- For other types of accounts such as 401(a)s, 401(k)s, 457s or Keoghs, RMDs must be taken separately for each, even if you have more than one of them.

Want to make RMDs easier?

Consider consolidating your retirement accounts.¹ You should seek the guidance of a financial professional and tax advisor before consolidating assets. For more details on RMDs, go to [TIAA.org/RMD](https://www.tiaa.org/RMD).

Your RMD worksheet

How to calculate your RMDs

Step 1: List each tax-deferred retirement account and the balance on December 31* last year.

Step 2: Divide each balance by your life expectancy divisor (see the table on the following page).

Step 3: In general, RMDs must be taken separately for each of your accounts. However, if you have multiple 403(b) accounts, you can add the RMD amounts together and take the total from just one of the accounts or divide it up between the accounts. You can do the same for multiple IRA accounts, including Traditional, SEP and SIMPLE IRAs. RMDs for all other accounts must be taken separately.

*For 403(b) plans, deduct any amount accumulated prior to January 1, 1987, until the year you reach age 75 only if such amounts were separately accounted for by the plan. For all plans, deduct Roth contribution balances when calculating RMD amounts required for taxable years beginning January 1, 2024.

Example: Balance on 12/31 = \$450,000; Age = 75 (divisor = 24.6); RMD = $\$450,000 \div 24.6 = \$18,292.68$

Retirement accounts	Balance on December 31	Divisor	RMD	Amount to withdraw
EMPLOYER PLANS				
Current/last employer —If you're still working, you may be able to delay RMDs until April 1 the year after you retire.				
	\$		\$	\$
Previous employer				
	\$		\$	\$
	\$		\$	\$
	\$		\$	\$
	\$		\$	\$
Total	\$		\$	\$
IRAs & KEOGHs (except Roth IRAs)				
	\$		\$	\$
	\$		\$	\$
	\$		\$	\$
	\$		\$	\$
Total	\$		\$	\$

Your RMD worksheet

IRS life expectancy divisors

Use the IRS Uniform Lifetime Table below to find your life expectancy divisor **unless your spouse is more than 10 years younger than you and is your sole primary beneficiary**. In that case, you may use the [IRS Joint Life and Last Survivor Expectancy Table](#) to determine the divisor for your RMDs.

Do not use these tables if you're the beneficiary of an inherited retirement account, as the RMD rules and divisors may differ. Contact us for more information.

IRS UNIFORM LIFETIME TABLE

Is your spouse at least 10 years younger and your sole beneficiary?
Use the [IRS Joint Life and Last Survivor Expectancy Table](#).

Age	Divisor	Age	Divisor	Age	Divisor	Age	Divisor
73	26.5	83	17.7	93	10.1	103	5.2
74	25.5	84	16.8	94	9.5	104	4.9
75	24.6	85	16.0	95	8.9	105	4.6
76	23.7	86	15.2	96	8.4	106	4.3
77	22.9	87	14.4	97	7.8	107	4.1
78	22.0	88	13.7	98	7.3	108	3.9
79	21.1	89	12.9	99	6.8	109	3.7
80	20.2	90	12.2	100	6.4	110	3.5
81	19.4	91	11.5	101	6.0	111	3.4
82	18.5	92	10.8	102	5.6	112	3.3

To take RMDs for your TIAA account(s), log in at TIAA.org/myrmd.

For more information on RMDs, go to TIAA.org/RMD, or call 800-842-2252 if you have questions.



1. If your RMDs are required this year, you must take your RMDs first before consolidating to ensure you meet the requirements for each of your accounts for the year. If you roll over money from a 403(b) plan to another qualified retirement account and you have balances accumulated before 1987 that are “grandfathered” (not subject to RMDs until age 75), those amounts are no longer exempt from RMDs. Regular RMD rules would apply. Before rolling over assets, consider your other options. Compare the differences in investment options, services, fees and expenses, withdrawal options, required minimum distributions, other plan features and tax treatment. Speak with a TIAA consultant and your tax advisor regarding your situation.

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