

# Roth 403b TSA vs. Roth IRA

	Traditional 403(b)	Roth 403(b)	Roth IRA
Eligibility	All Employees	All Employees	<ul style="list-style-type: none"> <li>▪ If filing status is single or head-of-household, AGI must not be more than \$118,000 (2017)</li> <li>▪ If filing status is married filing jointly, combined AGI must not be more than \$186,000 (2017)</li> <li>▪ Eligibility limits based on income</li> </ul>
2017 Contribution Limits	\$18,000, plus up to \$3,000 under the 15-year catch-up, plus \$6,000 if age 50+.	\$18,000, plus up to \$3,000* under the 15-year catch-up, plus \$6,000 if age 50+.	\$5,500, plus \$1,000 if age 50+
Tax-Free Qualified Distribution**	Not available. All distributions are taxed as ordinary income.	If the following criteria are met: 5 year holding period <b>and</b> distribution due to: <ul style="list-style-type: none"> <li>▪ Attainment of age 59 ½</li> <li>▪ Disability</li> <li>▪ Death</li> </ul>	If the following criteria are met: 5 year holding period <b>and</b> distribution due to: <ul style="list-style-type: none"> <li>▪ Attainment of age 59 ½</li> <li>▪ Disability</li> <li>▪ Death</li> <li>▪ Certain first-time home purchase</li> </ul>
<b>Distributions Permitted</b> (may be subject to taxation if the distribution is not a Qualified Distribution)	<ul style="list-style-type: none"> <li>▪ Age 59 ½</li> <li>▪ Death</li> <li>▪ Disability</li> <li>▪ Financial Hardship</li> <li>▪ Separation from service</li> </ul>	<ul style="list-style-type: none"> <li>▪ Age 59 ½</li> <li>▪ Death</li> <li>▪ Disability</li> <li>▪ Financial Hardship</li> <li>▪ Separation from service</li> </ul>	At any time (no restrictions apply)
<b>Internal Revenue Service 10% Premature Distribution Penalty Tax</b>	Applicable to all amounts distributed prior to age 59 1/2, unless an exception applies.	Applicable to earnings distributed prior to age 59 1/2, unless an exception applies.	Applicable to earnings distributed prior to age 59 1/2, unless an exception applies.
<b>Loan Availability</b>	Yes, if offered by vendor	Yes, if offered by vendor	No
<b>Required Minimum Distribution</b>	Yes	Yes	No, during owner's lifetime

\*Roth contributions can impact amounts available under the 15-year-catch up. Contact your benefits office for available limits.

\*\*Note that distributions from the Roth 403(b) and Roth IRA are subject to taxation on the portion attributable to earnings if made before Qualified Distribution provisions are satisfied.