

# Roth 403(b) TSA vs. Roth IRA



	Traditional 403(b)	Roth 403(b)	Roth IRA
<b>Eligibility</b>	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 \$112,000.</li> <li>▪ If filing status is married filing jointly, combined AGI must not be more than \$178,000.</li> <li>▪ Eligibility limits based on income</li> </ul>
<b>2013 Contribution Limits</b>	\$17,500, plus up to \$3,000 under the 15-year catch-up, plus \$5,500 if age 50+.	\$17,500, plus up to \$3,000 under the 15-year catch-up, plus \$5,500 if age 50+.	\$5,500, plus \$1,000 if age 50+
<b>Tax-Free Qualified Distribution*</b>	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 1/2</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 1/2</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>▪ Separation from service</li> <li>▪ Financial hardship</li> </ul>	<ul style="list-style-type: none"> <li>▪ Age 59 ½</li> <li>▪ Death</li> <li>▪ Disability</li> <li>▪ Separation from service</li> <li>▪ Financial hardship</li> <li>▪ Death</li> <li>▪ Disability</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.

\* 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.