

Your UTSaver Voluntary Retirement Programs *at a glance*



| | | UTSaver TSA | | UTSaver DCP |
|-----------------------------------|---|--|--|--|
| | | Traditional | Roth | |
| UTSaver Voluntary Programs | Eligibility | All employees | All employees | All employees |
| | Employee contribution | Pre-tax dollars | After-tax dollars | Pre-tax Dollars |
| | Employer Contribution | None | None | None |
| | Employee withdrawals | Taxable when withdrawn | Tax free when withdrawn as a "qualified" distribution ‡ | Taxable when withdrawn |
| | General contribution limitsⁱ | \$17,500 IRS maximum (2013) for both traditional and Roth sources. (Each dollar of a Roth contribution reduces the amount that can be contributed pretax, and vice versa.) | | \$17,500 IRS maximum (2013) |
| | Over age 50 catch-up contribution | \$5,500 combined with Roth | \$5,500 combined with Traditional | \$5,500 |
| | 15-year catch-up contribution | \$3,000 combined with Roth | Off-set by Roth contributions | N/A |
| | Three years prior to retirement catch-up (special catch-up)ⁱⁱ | N/A | N/A | Up to \$17,500 (may not be used simultaneously with age 50 catch-up) |
| | Distributions Upon Separation of Employment | Distributions made prior to age 59 ½ will be subject to ordinary income tax and a possible 10% penalty | "Nonqualified" distributions made prior to age 59 ½ will be subject to ordinary income tax and possibly a 10% penalty ⁱⁱⁱ | Distributions will be subject to ordinary income tax |

ⁱ Contribution limits shown are IRS maximums for 2013. The 2011 general contribution limit was \$16,500; 2012 was \$17,000.

ⁱⁱ A "qualified" distribution occurs when the Roth account has been in place for five taxable years (from the year of first contribution) and one of the following events has occurred: (1) attainment of age 59 ½; (2) disability; or (3) death.

Contribution limits may vary based on income, years of service, previous deferrals, and other factors. Contact your Benefits Office for a calculation of your personal contribution limit for each voluntary program.