UT RETIREMENT



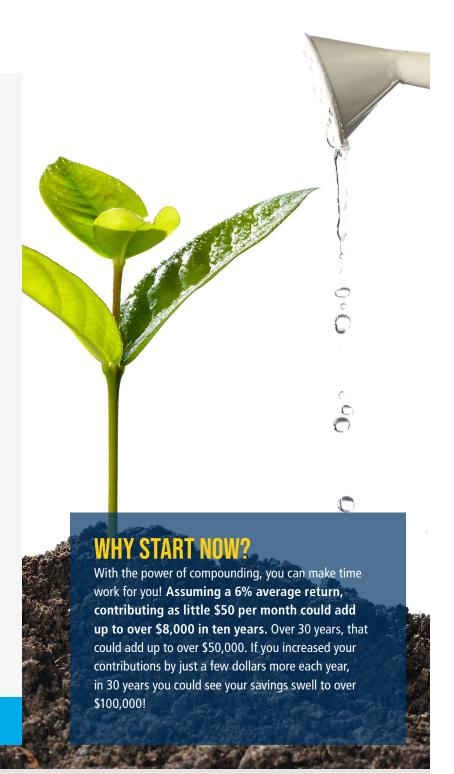
UTSAVER 2020 | 2021

You may be familiar with the Teacher Retirement System (TRS) or the Optional Retirement Program (ORP) because participation in one of these programs is mandatory for benefits eligible employees. But did you know there are two other ways that you can save for retirement with UT?

MAXIMIZE YOUR SAVINGS

UT System offers both a UTSaver 403(b) Tax Sheltered Annuity Plan (TSA) and a 457(b) Deferred Compensation Plan (DCP) that allow you to save as little as \$15 a month or much as \$19,500 a year in each plan. If you are over 50, you can save as much as \$26,000 in each plan! This money is deducted straight from your paycheck so you never miss it.

With our UTSaver TSA plan, you can also determine whether you want to pay taxes on the deductions now (Roth) for tax free distributions later, or to save now (Traditional) to let your savings grow in a tax-sheltered environment.



UTSAVER RETIREMENT PLANS

UTSaver Retirement Plans

PLAN COMPARISON & APPROVED PROVIDERS

The UTSaver Retirement Program works with our five providers to offer the very best investment products at the lowest available cost.















| | UTSaver TSA | | UTC DCD |
|---|--|---|--|
| | TRADITIONAL 403(b) | ROTH 403(b) | UTSaver DCP |
| 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| EMPLOYEE WITHDRAWALS | Taxable when withdrawn | Tax free when withdrawn as a "qualified" distribution | Taxable when withdrawn |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 LIMITS* | \$19,500 IRS maximum (2020) for both traditional and Roth sources. (Each dollar of a Roth contribution reduces the amount that can be contributed pretax, and vice versa.) | | \$19,500 IRS maximum (2020) |
| OVER AGE 50 CATCH-UP CONTRIBUTION | \$6,500 combined with Roth | \$6,500 combined with Traditional | \$6,500 |
| 15-YEAR CATCH-UP CONTRIBUTION | Up to \$3,000 per year (\$15,000 lifetime max) | Up to \$3,000 per year (\$15,000 lifetime max) | N/A |
| THREE YEARS PRIOR TO RETIREMENT CATCH-UP (SPECIAL CATCH-UP)** | N/A | N/A | Up to \$19,500 (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 | Distributions will be subject to ordinary income tax |

^{*} 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.

^{**} 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.