

UTSaver Voluntary Retirement Programs

	UTSaver TSA		UTSaver DCP
	Traditional 403(b)	Roth 403(b)	
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Employee Withdrawals	Taxable when withdrawn	Tax free when withdrawn as a "qualified" distribution	Taxable when withdrawn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 (2021) 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 (2021)
Over age 50 catch-up contribution	\$6,500 combined with Roth	\$6,500 combined with Traditional	\$6,500
15-year catch-up contribution	\$3,000 combined with Roth (lifetime total of \$15,000)	\$3,000 combined with Roth (lifetime total of \$15,000)	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 shown are IRS maximums for 2021. The 2020 limit was the same. The 2019 limit was \$19,000 and the 2019 age 50 catch up was \$6,000.

** 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.