

## VOLUNTARY RETIREMENT SAVINGS PLANS (CONT.)

This table identifies and compares the University's tax-deferred investment options (TDI). You can enroll in these plans any time throughout the year. This is a general summary and is not intended to replace IRS regulations on vendor products, sales literature or a product prospectus.

	<b>403(b) Plans</b> AIG, Fidelity, TIAA (Traditional and Roth)	<b>PERA 457</b> Colorado PERA (Traditional and Roth)	<b>401(k) Plan</b> Colorado PERA (Traditional and Roth)
<b>Maximum Contribution for 2021*</b>	<b>\$19,500</b> Combined 403(b) & 401(k) limit	<b>\$19,500</b> Separate from 403(b) & 401(k) limit	<b>\$19,500</b> Combined 403(b) & 401(k) limit
<b>To Enroll or Make Changes</b>	The TDI enrollment/change form can be found on the <a href="#">HR website</a> .  Submit the completed form to <b>no later than the 10<sup>th</sup></b> of the month in which the deduction would begin.	Contact PERA for general information and to enroll.  Contribution changes must be made online through PERA by the <b>25<sup>th</sup> of the month prior</b> of the month in which the deduction would begin.	The 401(k) enrollment/change form can be found on the <a href="#">HR website</a> .  Submit the completed form to <b>no later than the 10<sup>th</sup></b> of the month in which the deduction would begin.
<b>Loan Provisions</b>	Yes, if contract permits	Yes	Yes
<b>Active Service Withdrawal</b>	Disability, age 59 ½ or financial hardship	Disability, age 59 ½ or financial hardship	Disability, age 59 ½ or financial hardship
<b>Penalty on Early Withdrawals</b>	<b>Traditional 403(b)</b> Yes, unless rolled over or separated from service after January 1st in the year you turn age 55  <b>Roth 403(b)</b> Yes, must separate from service, be at least age 59 ½ and have had the account for at least 5 years	<b>Traditional 457</b> No, must separate from service or be over age 59 ½  <b>Roth 457</b> No, must separate from service, be at least age 59 ½ and have had the account for at least 5 years	<b>Traditional 401(k)</b> Yes, unless rolled over or separated from service after January 1st in the year you turn age 55  <b>Roth 401(k)</b> Yes, must separate from service, be at least age 59 ½ and have had the account for at least 5 years
<b>Fees</b>	Variable — please check with the plan vendor		
<b>Catch-up for Participants Age 50 +</b>	<b>\$6,500</b> 2021 annual catch-up contribution**		

The above sections of the Internal Revenue Code permit certain employees (eligibility criteria vary by plan, contact Human Resources for details) of the University to exclude from current taxable income that portion of their salaries invested in a tax-deferred investment with pre-tax contributions. State and federal income taxes are deferred on the excluded portion until it is withdrawn and actually received by the employee. Income taxes can be postponed on the "deferred" amount until retirement or some other later time chosen by the employee.

\* The Internal Revenue Service code may further limit the maximum contributions you may make if you participate in more than one kind of tax-deferred plan. Check with plan vendor.

\*\* This additional contribution is a combined limit between 401(k) and 403(b) plans. This catch-up contribution provision can be used at the same time as the traditional 457 catch-up contribution provision.