



Supplemental Retirement Plans Comparison Chart

Retirement Plans	403(b) Supplemental Retirement Plan		457(b) Deferred Compensation Plan	
Contribution Sources	Traditional Pretax 403(b)	Roth 403(b)	Traditional Pretax 457(b)	Roth 457(b)
Who is eligible to participate?	All employees are eligible.			
Are payroll deductions pretax?	Yes- You may contribute pretax funds to a supplemental plan above and beyond what is contributed to the ORP, up to the IRS maximum.	No- You may also contribute Roth after-tax funds to a supplemental plan above and beyond what is contributed to the ORP, up to the IRS maximum.	Yes- You may contribute pretax funds to up to the IRS maximum.	No- contributions are after-tax funds.
What are the current investment options?	TIAA Traditional and CREF Annuities and Lifecycle Index Funds as well as mutual funds offered through American Funds, T. Rowe Price, and Vanguard. For more information, go to tiaa.org/usmd/view-all-investments to view the current investment options.			
When are contributions vested?	Contributions are 100% vested immediately.			
Does USM allow rollover money from other retirement accounts?	Yes—from 403(b), 401(a), 403(a), 401(k), 457(b), or IRA.			Roth contributions are limited to a direct rollover from another Roth 457(b) account.
May I withdraw money from my account while employed?	At age 59½, disability, or hardship.		At age 72 or in the event of an unforeseeable emergency.	
When may I begin making withdrawals from my account without an additional 10% early withdrawal tax?	At age 59½ or separation from employment at age 55 or older.	At age 59½ or separation from employment at age 55 or older. Withdrawals from Roth contributions may begin at age 59½ as long as the first contribution has been in the account for five years.	Pretax contributions can be taken at separation of employment regardless of age.	Roth Withdrawals may begin at age 59½ as long as the first Roth contribution has been in the account for 5 years.

How much can I contribute?

You may contribute up to 100% of your compensation but not more than \$23,500 to a 457(b) plan and \$23,500 to either a 401(k) or 403(b) plan. In addition, you may qualify for one but not both of the catch-up provisions outlined below.

	457(b)	403(b), 401(k)
Standard deferral limit	\$23,500	\$23,500
Deferral limit plus age 50 catch-up	\$31,000	\$31,000 (Standard catch-up + \$7500)
Special 457(b) catch-up	\$47,000 (if within 3 years of retirement)	N/A
New age 60-63 catch-up (Starting 2025)	N/A	Age 50-59: Additional \$7,500, totaling \$31,000 Age 60-63 (Starting 2025): Additional \$11,250, totaling \$34,750 Age 64 and older: Additional \$7,500, totaling \$31,000.

How to access your account.



Access your plan account online at [tiaa.org](https://www.tiaa.org). You may establish your username and password if you haven't already registered.



Download the Apple or Android app from the App Store®, Google Play™ Store, or Windows Store to access your account on your mobile device.

Scan the code with your phone.



TIAA is here to help! If you have questions, call **800-842-2252**, weekdays, 8 a.m. to 10 p.m. (ET). You may also use the automated voice response system, virtually 24 hours, 7 days a week.



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This document provides only a summary of the main features of the Supplemental Retirement Plan and 457(b) Deferred Compensation Plan, and the Plan Document will govern in the event of discrepancies.

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