

Comparison Chart

Traditional Pre-Tax 403(b), Roth IRA, and Roth 403(b) Retirement Accounts			
	Pre-Tax 403(b)	Roth IRA	Designated Roth 403(b)
Offered by Benefits Board	YES	NO	YES
Contributions	Traditional, pre-tax employee elective contributions are made with before-tax dollars .	Roth IRA contributions are made with after-tax dollars .	Designated Roth employee elective contributions are made with after-tax dollars .
Income Limits	No income limitation to participant.	Income limits: 2015 - modified AGI - Married \$193,000 - Single \$131,000	No income limitation to participate.
Maximum Elective Contributions	Same aggregate* limit as Designated Roth 403(b) Account	Contributions limited to \$5,500 plus and additional \$1,000 for employees age 50 or over (in 2015).	Aggregate* employee elective contributions limited to \$18,000 in 2015 plus an additional \$6,000 for employees age 50 or over.
Taxation of Withdrawals	Withdrawals of contributions and earnings are subject to Federal and most State income taxes.	Same as Designated Roth 403(b) Account and can have a qualified distribution for a first time home purchase.	Withdrawals of contributions and earnings are not taxed provided it's a qualified distribution - the account is held for at least 5 years and made: - On account of disability, - On or after death, or - On or after attainment of age 59 1/2.
Required Distributions	Same as Designated Roth 403(b) Account.	No requirement to start taking distributions while owner is alive.	Distributions must begin no later than age 70 1/2, unless still working.
<p>*This limitation is by individual, rather than by plan. Although permissible to split the annual employee elective contribution between designated contributions and traditional, pre-tax contributions, the combination cannot exceed the deferral limit of \$18,000/\$24,000 in 2015.</p>			