

Comparison Chart Traditional 403(b); Roth 403(b); and Roth IRA

	Traditional 403(b) Offered by OSU/A&M	Roth 403(b) Offered by OSU/A&M	Roth IRA Individual Plan (Not Offered by OSU/A&M)
Eligibility	All employees	All employees	Eligibility is based on your tax filing and income status. It is best to review the IRS* regulations annually or consult with your tax advisor for complete eligibility qualifications.
Contribution Limits	Up to the annual IRS limit*. Plus catch-ups for employees age 50 or over.		IRS* determined annually.
Tax-Free Qualified Distribution*	Not available. All distributions are taxed as ordinary income.	If the following criteria are met: 5 year holding period and distribution due to: • Attainment of age 59 ½ OR • Disability OR • Death	If the following criteria are met: 5 year holding period and distribution due to: • Attainment of age 59 ½ OR • Disability OR • Death OR • Certain first-time home purchase
Distributions Permitted (may be subject to taxation if the distribution is not a Qualified Distribution)	• Age 59 ½ OR • Death OR • Disability OR • Separation from service OR • Financial hardship	• Age 59 ½ OR • Death OR • Disability OR • Separation from service OR • Financial hardship	At any time (no restrictions apply).
Internal Revenue Service 10% Premature Distribution Penalty Tax	Applicable to all amounts distributed prior to age 59 1/2, unless an exception applies.	Applicable to earnings distributed prior to age 59 1/2, unless an exception applies.	Applicable to earnings distributed prior to age 59 1/2, unless an exception applies.
Loan Availability	Yes	No	No
Required Minimum Distribution	Yes	Yes	No, during owner's lifetime.

*Please visit <https://www.irs.gov/retirement-plans> for information on IRAs and contributions limits for each plan.

Note that distributions from the Roth 403(b) and Roth IRA are subject to taxation on the portion attributable to earnings if made before Qualified Distribution provisions are satisfied. The "Distribution" information provided within this chart is an interpretation of Internal Revenue Codes. You may want to discuss with the IRS or your tax advisor if you have any questions or concerns.