# Comparison Chart

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

<table>
<thead>
<tr>
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<th>Traditional 403(b) Offered by OSU/A&amp;M</th>
<th>Roth 403(b) Offered by OSU/A&amp;M</th>
<th>Roth IRA Individual Plan (Not Offered by OSU/A&amp;M)</th>
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| **Eligibility**        | All employees                          | All employees                   | • *If filing status is single or head-of-household, MAGI must be less than $124,000.  
• *If filing status is married filing jointly, MAGI must be less than $196,000.  
*consult with your tax advisor and/or IRS regulations for complete eligibility qualifications. |
| **Contribution Limits**| Total of each plan not to exceed: 2020 - $19,500, plus $6,500 if age 50+. | 2020 - $6,000, plus $1,000 if age 50+ | - |
| **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** | • 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. |

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.