

## After-Tax Supplemental Retirement Comparison- 2021

	Roth 457 (b) Deferred Compensation Plan	Roth 401(k) Savings & Investment Plan
Who is eligible to participate?	All faculty and staff employees: regular, contingent, and part-time	
Are payroll deductions pre-tax for federal and state income taxes?	No	
What is the minimum I may contribute?	\$5 per paycheck	
What is the maximum I may contribute?	\$19,500 effective calendar year 2021; may be adjusted in future years for inflation*	
Can I make “catch-up” contributions?	Age 50+ catch-up contributions – additional \$6,500 effective calendar year 2021.* Special 457(b) catch-up provision available within three years of retirement. These two provisions may not be used in the same year.*	Age 50+ catch-up contributions – additional \$6,500 effective calendar year 2021*
How often may I change my contribution amount?	Unlimited	
What are the costs to participate?	Refer to specific plan materials for current investment options, participation fees, and costs	
May I contribute to more than one plan at the same time?	Yes, subject to the following limitations for calendar year 2021* (Consult plan vendor for guidance): <ul style="list-style-type: none"> <li>○ \$19,500 457(b) and/or Roth 457(b) + \$19,500 401(k) and/or Roth 401(k) = \$39,000/year</li> <li>○ \$19,500 457(b) and/or Roth 457(b) + \$19,500 403(b) = \$39,000/year</li> <li>○ \$19,500 457(b) and/or Roth 457(b) + combination of 403(b) &amp; 401(k)/Roth 401(k) not to exceed \$19,500 = \$39,000/year</li> </ul>	
Will my distributions be taxed?	Qualified distributions are not subject to federal or Maryland income tax. If not a qualified distribution, investment earnings are subject to ordinary income tax and possibly a 10% early withdrawal penalty	
When may I begin withdrawals from my account without a penalty?	At separation from employment regardless of age	If you leave employment at age 55 or older, or at age 59 ½ regardless of employment. Other exceptions may apply. Consult your tax or legal advisor for more information.
Must I elect my payout date when I leave employment?	Payouts are not required until age 70 ½ & separated from employment	
May I change my withdrawal option, amount, or frequency once I start my payout?	Yes, excluding purchased annuities	
Is there a loan provision and a hardship/emergency provision?	Yes	

\*Source – [www.irs.gov](http://www.irs.gov)