

# Your UTSaver Voluntary Retirement Programs at a glance

<b>UTSaver Voluntary Programs</b>		<b><u>UTSaver TSA</u></b>		<b><u>UTSaver DCP</u></b>
		Traditional	Roth	
	Eligibility	All employees	All employees	All employees
	Employee contribution	Pre-tax dollars	After-tax dollars	Pre-tax Dollars
	Employer Contribution	None	None	None
	Employee withdrawals	Taxable when withdrawn	Tax free when withdrawn as a “qualified” distribution ‡	Taxable when withdrawn
	General contribution limits *	\$16,500 IRS maximum (2009) for both traditional and Roth sources. (Each dollar of a Roth contribution reduces the amount that can be contributed pretax, and vice versa.)		\$16,500 IRS maximum (2009)
	Over age 50 catch-up contribution	\$5,500 combined with Roth	\$5,500 combined with Traditional	\$5,500
	15-year catch-up contribution	\$3,000 combined with Roth	\$3,000 combined with Traditional	N/A
	Three years prior to retirement catch-up (special catch-up)†	N/A	N/A	Up to \$16,500 (may not be used simultaneously with age 50 catch-up)
Early distributions	Distributions made prior to age 59 ½ will be subject to ordinary income tax and a possible 10% penalty	“Nonqualified” distributions made prior to age 59 ½ will be subject to ordinary income tax and possibly a 10% penalty†	Distributions made prior to age 59 ½ will be subject to ordinary income tax	

\* Contribution limits shown are IRS maximums for 2009. The 2008 general contribution limit was \$15,500.00.

† A “qualified” distribution occurs when the Roth account has been in place for five taxable years (from the year of first contribution) and one of the following events has occurred: (1) attainment of age 59 ½; (2) disability; or (3) death.

Contribution limits may vary based on income, years of service, previous deferrals, and other factors. Contact your Benefits Office for a calculation of your personal contribution limit for each voluntary program.