

Your UTSaver Voluntary Retirement Programs *at a glance*



		UTSaver TSA		UTSaver DCP
		Traditional	Roth	
UTSaver Voluntary Programs	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	Employee withdrawals	Taxable when withdrawn	Tax free when withdrawn as a "qualified" distribution ‡	Taxable when withdrawn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 limitsⁱ	\$17,000 IRS maximum (2012) for both traditional and Roth sources. (Each dollar of a Roth contribution reduces the amount that can be contributed pretax, and vice versa.)		\$17,000 IRS maximum (2012)
	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	Off-set by Roth contributions	N/A
	Three years prior to retirement catch-up (special catch-up)ⁱⁱ	N/A	N/A	Up to \$17,000 (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 ⁱⁱⁱ	Distributions made prior to age 70½ will be subject to ordinary income tax

ⁱ Contribution limits shown are IRS maximums for 2012. The 2009 through 2011 general contribution limit was \$16,500.

ⁱⁱ 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.