# Roth 403(b) TSA vs. Roth IRA

<table>
<thead>
<tr>
<th></th>
<th>Traditional 403(b)</th>
<th>Roth 403(b)</th>
<th>Roth IRA</th>
</tr>
</thead>
</table>
| **Eligibility**           | All Employees     | All Employees | • If filing status is single or head-of-household, AGI must not be more than $124,000 (2020)  
• If filing status is married filing jointly, combined AGI must not be more than $196,000 (2020)  
• Eligibility limits based on income |
| **2020 Contribution Limits*** | $19,500, plus up to $3,000 under the 15-year catch-up, plus $6,500 if age 50+. | $19,500, plus up to $3,000 under the 15-year catch-up, plus $6,500 if age 50+. | $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  
• Disability  
• Death | If the following criteria are met: 5 year holding period and distribution due to:  
• Attainment of age 59 ½  
• Disability  
• Death  
• Certain first-time home purchase |
| **Distributions Permitted (may be subject to taxation if the distribution is not a Qualified Distribution)** | • Age 59 ½  
• Death  
• Disability  
• Financial Hardship  
• Separation from service | • Age 59 ½  
• Death  
• Disability  
• Financial Hardship  
• Separation from service | 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, if offered by vendor | Yes, if offered by vendor | No |
| **Required Minimum Distribution** | Yes | Yes | No, during owner’s lifetime |

*TSA limits can vary based on your facts and circumstances. Contact your benefits office for available limits.

**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.