

Roth 403b TSA vs. Roth IRA

	Traditional 403(b)	Roth 403(b)	Roth IRA
Eligibility	All Employees	All Employees	<ul style="list-style-type: none"> ▪ If filing status is single or head-of-household, AGI must not be more than \$125,000 (2021) ▪ If filing status is married filing jointly, combined AGI must not be more than \$198,000 (2021) ▪ Eligibility limits based on income
2021 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: <ul style="list-style-type: none"> ▪ Attainment of age 59 ½ ▪ Disability ▪ Death 	If the following criteria are met: 5 year holding period and distribution due to: <ul style="list-style-type: none"> ▪ 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)	<ul style="list-style-type: none"> ▪ Age 59 ½ ▪ Death ▪ Disability ▪ Financial Hardship ▪ Separation from service 	<ul style="list-style-type: none"> ▪ 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 ½, unless an exception applies.	Applicable to earnings distributed prior to age 59 ½, unless an exception applies.	Applicable to earnings distributed prior to age 59 ½, 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.