

CU 403(b) ^[1]

Employees can enroll in the CU 403(b) and choose whether to contribute funds before or after tax.

- The pretax option lowers your taxable income now. You'll pay taxes on your distributions in retirement.
- The 403(b) now offers a ROTH option. Consider the ROTH option if you want to contribute after tax, allowing for tax-free growth and tax-free distributions in retirement.
- Not sure which option is right for you? Consider scheduling a [no-cost personal consultation](#) ^[2] with a TIAA financial consultant.

Get started

[Enroll in the 403\(b\)](#) ^[3]

[Access your account](#) ^[4]

[Schedule a no-cost personal consultation](#) ^[5]

[Plan summary](#) ^[6]

[Plan notices](#) ^[7]

| Plan Features | 403(b) pretax | 403(b) ROTH (after tax) |
|-------------------------------------|---|------------------------------------|
| Plan Administrator | | TIAA |
| Who can participate? | | All CU faculty and staff |
| How much can you contribute? | Maximum: \$19,500 Minimum: N/A Catch-up contributions: \$6,500 | |

Combined limits:

- CU voluntary retirement plans combined contribution limit between the CU 403(b) pretax option, CU 403(b) Roth option and PERA 401(k) [8]: \$19,500
- Combined contribution limit for age 50+ between these two plans: \$26,000
- Any combination of contributions made to the CU 403(b) pretax option, CU 403(b) Roth option or PERA 401(k) [9] cannot exceed these limits

When are you vested?

Contributions to this account will be 100% vested immediately.

When can you take money out?

Qualifying distributions:

- Attain age 59 1/2
- Retirement
- Severance of employment
- Disability
- Financial hardship
- Under the CARES act, new retirement plan provisions allow eligible members to withdraw funds. [Learn more](#) [10].

Qualifying distributions:

- 5-year taxable period has passed
- Attain age 59 1/2
- Retirement
- Severance of employment
- Disability
- Financial hardship
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Investment choices

Loans: Contact [TIAA](#) [11] to learn about eligibility

Under the CARES act, expanded loan provisions are available for eligible employees. [Learn more](#) [10].

Target date funds: Take a hands-off approach where you invest in a target-date fund based on when you'd like to retire.

Core investment menu: From 18 funds on the 403(b) plan menu, you will be able to construct a well-diversified portfolio.

Self-directed brokerage: Seek and invest funds outside the 403(b) plan's core investment lineup.

Please note: Brokerage account holders are subject to fees.

See investment lineup ^[12]

What are the fees?

The administrative fee is 0.057% of your total balance for the services being provided.

Groups audience:

Employee Services

Right Sidebar:

ES: Benefits - Contact TIAA

ES: Benefits & Wellness - Retirement Plans Sidebar

Source URL: <https://www.cu.edu/employee-services/benefits-wellness/current-employee/retirement-plans/voluntary-retirement-savings-0>

Links

- [1] <https://www.cu.edu/employee-services/benefits-wellness/current-employee/retirement-plans/voluntary-retirement-savings-0>
- [2] <http://shared.tiaa.org/public/publictools/events/meetingatworkplace>
- [3] <https://www.cu.edu/docs/cu-403b-voluntary-retirement-plan-how-enroll-or-update-your-enrollment>
- [4] <https://www.tiaa.org/public/tcm/cu>
- [5] <https://shared.tiaa.org/public/publictools/events/meetingatworkplace>
- [6] <https://www.cu.edu/docs/403b-plan-summary>
- [7] <https://www.cu.edu/docs/403b-plan-universal-availability-notice>
- [8] <https://www.cu.edu/employee-services/benefits-wellness/voluntary-retirement-savings/pera-401k>
- [9] <http://node/183423>
- [10] <https://www.cu.edu/blog/work-life/cares-act-allows-retirement-plan-options-covid-19-hardship>
- [11] <http://www.tiaa.org/public/tcm/cu/retirement-benefits/plan2>
- [12] <https://www.tiaa.org/public/tcm/cu/investment-options/plan2>