CU 403(b) [1]

Graduate Medical Education Residents are automatically enrolled into the CU 403(b) Retirement Option Plan — but whether and how you participate is up to you.

Plan basics

- GME Residents will be automatically enrolled in the CU 403(b) Retirement Option Plan, contributing 0.5% pre-tax of your monthly income.
- CU will contribute 1% of your monthly income as long as you participate totaling 1.5% contributed to your CU 403(b) account.

Enrollment options

You can enroll, change or terminate your contributions at any time.

- Take no action and be automatically enrolled in the 403(b) plan.
- Opt out of the plan entirely, and you will not be eligible for the 1% employer contribution.
- Change contribution election from pre-tax to Roth (after-tax), meaning your 0.5% elections will be deducted after tax.
- Contribute more than the default 0.5% contribution rate.
 - If you currently contribute to the CU 403(b) Voluntary Retirement Plan, your election remains in place in addition to the 0.5% default contribution.
 - o If you choose to contribute more, the maximum amount CU will contribute is 1%.

Update your CU 403(b) enrollment by Jan. 10, 2025 [2]

Frequently asked questions 3

Learn more about the GME 403(b) plan by watching an interactive course

GME 403(b) Retirement Option



[4]

Watch course [4]

CU 403(b) Retirement Option GME Resources

Enroll in or update 403(b) contributions [2]

Access your account [5]

Schedule a no-cost financial consultation [6]

Plan summary [7]

Plan notices 8

On-demand CU webinars 9

Frequently asked questions 3

Plan Features	403(b) pretax	403(b) ROTH (after tax)	
Plan administrator		TIAA	
Who			

participate?

All CU faculty and staff

Plan Features 403(b) pretax 403(b) ROTH (after tax)

2025 Maximum:

\$23,500

2026 Maximum:

\$24,500

Minimum: N/A

2025 Catch-up contributions:

Ages 50-59 and 64+: \$7,500

Ages 60-63: \$11,250

2025 Catch-up contributions:

Ages 50-59 and 64+: \$8,000

Ages 60-63: \$11,250

How much can you contribute?

2025 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): \$23,500
- Combined contribution limit for age 50-59 and 64+ between these two plans: \$31,000
- Combined contribution limit for age 60-63 between these two plans: \$34,750
- Any combination of contributions made to the CU 403(b) pretax option, CU 403(b) Roth option or PERA 401(k) cannot exceed these limits

2026 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) [10]: \$24,500
- Combined contribution limit for age 50-59 and 64+ between these two plans: \$32,500
- Combined contribution limit for age 60-63 between these two plans: \$35,750
- Any combination of contributions made to the CU 403(b) pretax option, CU 403(b) Roth option or PERA 401(k) [10] cannot exceed these limits

When are you vested?

Contributions to this account will be 100% vested immediately.

Plan Features	403(b) pretax	403(b) ROTH (after tax)	
	See investment lineup [11	1	
	Target date funds: Take a hands-off approach where you invest in a target-date fund based on when you'd like to retire.		
Investment choices	Core investment menu: From 18 funds of plan menu, you will be able to construct a 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.)		
	Qualifying distributions:	Qualifying distributions:	
When can you take money out?	Attain age 59 1/2Retirement	5-year taxable period has passedAttain age 59 1/2	

- Severance of employement
- Disability
- Financial hardship?
- Retirement
- Severance of employment
- Disability
- Financial hardship?

Are loans available?

Contact $\underline{\text{TIAA}}_{\,{}^{[12]}}$ to learn about eligibility

There's a fixed annual service fee based on your account balance and deducted quarterly, as noted in the chart below. Any revenue sharing imbedded in investments will be returned to your account. Additional fees are based on individual investment choices. See this presentation [13] for more information.

Plan account balance as of the last day of the previous quarter	Quarterly fee	Annual fee
\$0 to \$5,000	\$0	\$0
\$5,000.01 to \$20,000	\$7.50	\$30
\$20,000.01 to \$50,000	\$12.75	\$51
\$50,000.01 to \$200,000	\$19.25	\$77
\$200,000.01 to \$500,000	\$24.25	\$97
\$500,000.01 to \$1,000,000	\$29.50	\$118
Greater than \$1 million	\$37	\$148

Groups audience:

Employee Services

Right Sidebar:

ES: Benefits - Contact TIAA

What are the fees?

ES: Benefits & Wellness - Retirement Plans Sidebar

Source URL: https://www.cu.edu/employee-services/benefits-wellness/gme-medical-residents/retirement-savings-plans/cu-403b

Links

[1] https://www.cu.edu/employee-services/benefits-wellness/gme-medical-residents/retirement-savings-plans/cu-403b [2] https://www.cu.edu/docs/cu-403b-retirement-option-gme-residents-update-your-enrollment [3] https://www.cu.edu/docs/gme-residents-retirement-plan-faq

[4] https://myvideo.sundaysky.com/?programId=50e339c3-676e-4da4-acb9-0bc201543328

[5] https://www.tiaa.org/public/tcm/cu [6] https://www.tiaa.org/public/support/contact-tiaa/consultations-seminars

[7] https://www.cu.edu/docs/403b-plan-summary [8] https://www.cu.edu/docs/403b-plan-universal-availability-notice [9] https://webinars.on24.com/client/cu [10] https://www.cu.edu/employee-services/benefits-wellness/gme-medical-residents/retirement-savings-plans/pera-401k

[11] http://www.tiaa.org/public/tcm/cu/investment-options/plan-406788

[12] http://www.tiaa.org/public/tcm/cu/retirement-benefits/plan2

[13] https://www.brainshark.com/1/player/tiaa-

cref_direct?fb=0&r3f1=&custom=univofcoloradofeestructure