

## **CU 403(b)** <sup>[1]</sup>

# **Starting Jan. 1, Graduate Medical Education Residents will be 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.

### **Additional one-time contribution in 2025**

The Office of Graduate Medical Education will make a one-time employer retirement contribution to residents' CU 403(b) accounts in early 2025 for:

- Residents who were employed between July 1, 2024 and Jan. 10, 2025, and who are enrolled in the 0.5% automatic contributions.
- The contribution will be 1% of your 2024 stipend amount for the six-month period of July to December 2024.
- This will be deposited into your CU 403(b) account no later than March 31, 2025.

Residents who choose to opt out before Jan. 10 will not receive the employer one-time contribution.

### **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.

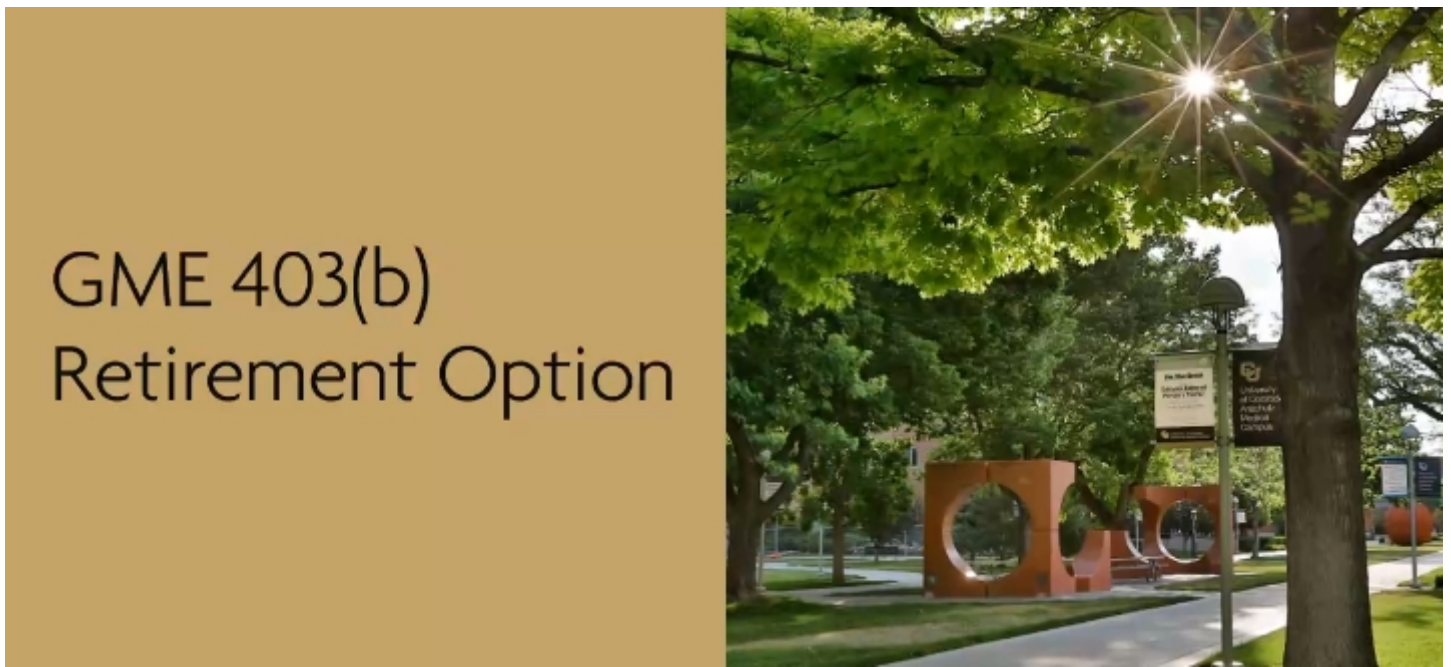
- If you choose to contribute more, the maximum amount CU will contribute is 1%.

To opt out or make changes, you must update and submit your enrollment in the portal or by paper form between Nov. 1, 2024 and Jan. 10, 2025. If you do not submit by Jan. 10, 2025, you will be automatically enrolled in the CU 403(b) GME Retirement Option at the default 0.5% pre-tax rate.

[Update your CU 403\(b\) enrollment by Jan. 10, 2025](#) <sup>[2]</sup>

[Frequently asked questions](#) <sup>[3]</sup>

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



[4]

[Watch course](#) <sup>[4]</sup>

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## CU 403(b) Retirement Option GME Resources

[Enroll in or update 403\(b\) contributions](#) <sup>[2]</sup>

[Access your account](#) <sup>[5]</sup>

[Schedule a no-cost financial consultation](#) <sup>[6]</sup>

[Plan summary](#) <sup>[7]</sup>

[Plan notices](#) <sup>[8]</sup>

[On-demand CU webinars](#) <sup>[9]</sup>

[Frequently asked questions](#) <sup>[3]</sup>

Plan Features	403(b) pretax	403(b) ROTH (after tax)
Plan administrator		TIAA
Who can participate?	All CU faculty and staff	

Plan Features	403(b) pretax	403(b) ROTH (after tax)
	<b>2024 Maximum:</b> \$23,000 <b>2025 Maximum:</b> \$23,500  <b>Minimum:</b> N/A  <b>2024 Catch-up contributions:</b> \$7,500 <b>2025 Catch-up contributions:</b> Ages 50-59 and 64+: \$7,500 Ages 60-63: \$11,250	
How much can you contribute?	<b>2024 Combined limits:</b> <ul style="list-style-type: none"> <li>CU voluntary retirement plans combined contribution limit between the CU 403(b) pretax option, CU 403(b) Roth option and <u>PERA 401(k)</u> <sup>[10]</sup>: \$23,000</li> <li>Combined contribution limit for age 50+ between these two plans: \$30,500</li> <li>Any combination of contributions made to the CU 403(b) pretax option, CU 403(b) Roth option or <u>PERA 401(k)</u> <sup>[10]</sup> cannot exceed these limits</li> </ul> <b>2025 Combined limits:</b> <ul style="list-style-type: none"> <li>CU voluntary retirement plans combined contribution limit between the CU 403(b) pretax option, CU 403(b) Roth option and <u>PERA 401(k)</u> <sup>[10]</sup>: \$23,500</li> <li>Combined contribution limit for age 50-59 and 64+ between these two plans: \$31,000</li> <li>Combined contribution limit for age 60-63 between these two plans: \$34,750</li> <li>Any combination of contributions made to the CU 403(b) pretax option, CU 403(b) Roth option or <u>PERA 401(k)</u> <sup>[10]</sup> cannot exceed these limits</li> </ul>	
When are you vested?	Contributions to this account will be 100% vested immediately.	

Plan Features	403(b) pretax	403(b) ROTH (after tax)
	<b><u>See investment lineup</u></b> <sup>[11]</sup>	
	<b>Target date funds:</b> Take a hands-off approach where you invest in a target-date fund based on when you'd like to retire.	
<b>Investment choices</b>	<b>Core investment menu:</b> From 18 funds on the 403(b) plan menu, you will be able to construct a well-diversified portfolio.  <b>Self-directed brokerage:</b> Seek and invest funds outside the 403(b) plan's core investment lineup. (Please note: Brokerage account holders are subject to fees.)	
<b>When can you take money out?</b>	<b>Qualifying distributions:</b> <ul style="list-style-type: none"> <li>• Attain age 59 1/2</li> <li>• Retirement</li> <li>• Severance of employment</li> <li>• Disability</li> <li>• Financial hardship?</li> </ul>	<b>Qualifying distributions:</b> <ul style="list-style-type: none"> <li>• 5-year taxable period has passed</li> <li>• Attain age 59 1/2</li> <li>• Retirement</li> <li>• Severance of employment</li> <li>• Disability</li> <li>• Financial hardship?</li> </ul>
<b>Are loans available?</b>	Contact <u>TIAA</u> <sup>[12]</sup> to learn about eligibility	

Plan Features	403(b) pretax	403(b) ROTH (after tax)
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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](#) <sup>[13]</sup> for more information.

What are the fees?	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

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](https://www.brainshark.com/1/player/tiaa-cref_direct?fb=0&r3f1=&custom=univofcoloradofeestructure)