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) 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 or update 403(b) contributions [3]

Access your account [4]

Schedule a no-cost personal consultation [2]

Plan summary [5]

Plan notices [6]

On-demand CU webinars [7]

<table>
<thead>
<tr>
<th>Plan Features</th>
<th>403(b) pretax</th>
<th>403(b) ROTH (after tax)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan administrator</td>
<td>TIAA</td>
<td></td>
</tr>
<tr>
<td>Who can participate?</td>
<td>All CU faculty and staff</td>
<td></td>
</tr>
</tbody>
</table>
How much can you contribute?

Maximum:
2023: $22,500
2024: $23,000

Minimum: N/A

Catch-up contributions:
$7,500

2023 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]: $22,500
- Combined contribution limit for age 50+ between these two plans: $30,000
- Any combination of contributions made to the CU 403(b) pretax option, CU 403(b) Roth option or PERA 401(k) [8] cannot exceed these limits

2024 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]: $23,000
- Combined contribution limit for age 50+ between these two plans: $30,500
- Any combination of contributions made to the CU 403(b) pretax option, CU 403(b) Roth option or PERA 401(k) [8] cannot exceed these limits

When are you vested?
Contributions to this account will be 100% vested immediately.
Investment choices

**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 [9]

Qualifying distributions:

- Attain age 59 1/2
- Retirement
- Severance of employment
- Disability
- Financial hardship?

Qualifying distributions:

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

**When can you take money out?**

**Are loans available?** Contact TIAA [10] 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 [11] and the TIAA CU 401(a) plan page [12] for more information.

<table>
<thead>
<tr>
<th>Plan account balance as of the last day of the previous quarter</th>
<th>Quarterly fee</th>
<th>Annual fee</th>
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</thead>
<tbody>
<tr>
<td>$0 to $5,000</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>$5,000.01 to $20,000</td>
<td>$7.75</td>
<td>$31</td>
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<td>$20,000.01 to $50,000</td>
<td>$15.50</td>
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<td>$50,000.01 to $200,000</td>
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<tr>
<td>$500,000.01 to $1,000,000</td>
<td>$38.75</td>
<td>$155</td>
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<tr>
<td>Greater than $1 million</td>
<td>$46.50</td>
<td>$186</td>
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