

### Pre-Tax Supplemental Retirement Plan Comparison

| Questions  | 457(b) Deferred Compensation Plan   | 403(b) Tax Deferred Annuity Plan  | 401(k) Savings & Investment Plan  |
|--|---|---|---|
| Which companies offer this plan?   | TIAA-CREF, Fidelity, and MSRP/Nationwide  | TIAA-CREF, Fidelity, and MSRP/Nationwide  | MSRP/Nationwide only  |
| Who is eligible to participate?  | All faculty and staff employees: regular, contingent and part-time.   | All faculty and staff employees: regular, contingent and part-time.   | All faculty and staff employees: regular, contingent and part-time.   |
| Are payroll deductions pre-tax for federal and state income taxes?                             | Yes (but not for FICA).   | Yes (but not for FICA).   | Yes (but not for FICA)  |
| What is the minimum I may contribute?  | \$5 per biweekly paycheck.  | \$5 per biweekly paycheck.  | \$5 per biweekly paycheck.  |
| What is the maximum I may contribute?  | Up to 100% of pay, but not more than \$18,000 in this calendar year (plus possible catch-up amounts if over age 50).    | Up to 100% of pay, but not more than \$18,000 in this calendar year (plus possible catch-up amounts if over age 50).    | Up to 100% of pay, but not more than \$18,000 in this calendar year (plus possible catch-up amounts if over age 50).    |
| May I contribute additional money through "catch-up" provisions?                               | Those at 50 years or older may contribute an additional \$6,000 this year after the maximum annual contribution is met. | Those at 50 years or older may contribute an additional \$6,000 this year after the maximum annual contribution is met. | Those at 50 years or older may contribute an additional \$6,000 this year after the maximum annual contribution is met. |
| How often may I change my contribution amount?   | Unlimited.  | Unlimited.  | Unlimited.  |
| What are the costs to participate?   | Refer to specific plan materials for current fees and costs.  | Refer to specific plan materials for current fees and costs.  | Refer to specific plan materials for current fees and costs.  |
| Can I participate in more than one plan?   | Yes. Total annual limit is \$36,000 when employee has both 457(b) and 403(b) or 401(k); \$48,000 if age 50 or older.    | Yes. Total annual limit: is \$36,000 when employee has both 457(b) and 403(b) or 401(k); \$48,000 if age 50 or older.   | Yes. Total annual limit: is \$36,000 when employee has both 457(b) and 403(b) or 401(k); \$48,000 if age 50 or older.   |
| Can I roll over an IRA and/or previous employer's defined contribution plan into this account? | Yes.  | Yes.  | Yes.  |
| May I later roll over my account to an Individual Retirement Account (IRA)?                    | Yes, at separation from employment.   | Yes, at separation from employment  | Yes, at separation from employment.   |
| May I withdraw money from my account while employed  | Yes, but only if you are age 70-1/2 or older or qualify for an unforeseen emergency withdrawal.                         | Yes, if you are 59-1/2 or older, or qualify for a hardship withdrawal. (Other exceptions may also apply).               | Yes, if you are 59-1/2 or older, or qualify for a hardship withdrawal. (Other exceptions may also apply).               |
| When may I begin withdrawals of my account without a penalty?                                  | At separation from employment regardless of age.  | At age 59-1/2 or separation from employment at age 55 or older.   | At age 59-1/2 or separation from employment at age 55 or older.   |
| What early withdrawal penalties may apply?   | None. Monies may not be withdrawn prior to separation from employment.  | Monies withdrawn early are subject to a 10% penalty.  | Monies withdrawn early are subject to a 10% penalty.  |
| Must I elect my payout date when I leave state employment?                                     | No.   | No.   | No.   |
| May I change my withdrawal option, amount or frequency once I start my payout?                 | Yes, excluding purchased annuities.   | Yes, excluding purchased annuities.   | Yes, excluding purchased annuities.   |
| Is there a loan provision?   | Yes.  | Yes.  | Yes.  |

**This chart compares certain characteristics of the available plans. You can use it to help decide which plan is best for you. More detailed information on costs, restrictions and other aspects of participation can be found in specific plan materials or by contacting the plan representatives. See reverse side for after-tax Roth Plans**

**For more information, please contact Human Resources at 410.837.5410**

### After-Tax Supplemental Retirement Comparison

| Questions  | Roth 457(b) Deferred Compensation Plan  | Roth 401(k) Investment Plan   |
|--|---|---|
| Who is eligible to participate?  | All faculty and staff employees: regular, contingent and part-time.   | All faculty and staff employees: regular, contingent and part-time.   |
| Are payroll deductions pre-tax for federal and state income taxes?                     | No.   | No.   |
| What is the minimum I may contribute?  | \$5 per biweekly paycheck.  | \$5 per biweekly paycheck.  |
| What is the maximum I may contribute?  | Up to 100% of pay, but not more than \$18,000 in this calendar year (plus possible catch-up amounts if over age 50).  | Up to 100% of pay, but not more than \$18,000 in this calendar year (plus possible catch-up amounts if over age 50).  |
| May I contribute additional money through "catch-up" provisions?                       | Those at 50 years or older may contribute an additional \$6,000 this year after the maximum annual contribution is met.   | Those at 50 years or older may contribute an additional \$6,000 this year after the maximum annual contribution is met.   |
| How often may I change my contribution amount?   | Unlimited.  | Unlimited.  |
| What are the costs to participate?   | Refer to specific plan materials for current fees and costs.  | Refer to specific plan materials for current fees and costs.  |
| Can I participate in more than one plan?   | Yes. Total annual limit is \$36,000 when combined with pre-tax 403(b), 401(k), 457(b) or Roth 401(k); \$48,000 if over age 50.  | Yes. Total annual limit is \$36,000 when combined with pre-tax 403(b), 457(b), 401(k) or Roth 457(b); \$48,000 if over age 50.  |
| Can I roll over money to or from other retirement accounts into my Nationwide account? | Yes, but only a direct rollover from another Roth 457(b) account.   | Yes, but only a direct rollover from another Roth 401(k) account.   |
| May I later roll over my account to an Individual Retirement Account (IRA)?            | Yes, at separation from employment.   | Yes, at separation from employment  |
| May I withdraw money from my account while employed                                    | Qualified distributions are not subject to federal income tax. If not a qualified distribution, investment earnings are subject to ordinary income tax and possibly a 10% early withdrawal penalty. | Qualified distributions are not subject to federal income tax. If not a qualified distribution, investment earnings are subject to ordinary income tax and possibly a 10% early withdrawal penalty. |
| When may I begin withdrawals of my account without a penalty?                          | At separation from employment regardless of age.  | At age 59-1/2 or separation from employment at age 55 or older.   |
| What early withdrawal penalties may apply?   | None. Monies may not be withdrawn prior to separation from employment.  | Monies withdrawn early are subject to a 10% penalty.  |
| Must I elect my payout date when I leave state employment?                             | No  | No  |
| May I change my withdrawal option, amount or frequency once I start my payout?         | Yes, excluding purchased annuities.   | Yes, excluding purchased annuities.   |
| Is there a loan provision?   | Yes   | Yes   |