

2026 Supplemental Retirement Comparison Chart Post-Tax

Questions	ROTH 457(b) Deferred Compensation Plan	ROTH 401(k) Savings & Investment Plan	ROTH 403 (b) Tax Deferred Annuity Plan
Which companies offer this plan?	TIAA Fidelity MSRP Empower	MSRP Nationwide	Fidelity TIAA
Who is eligible to participate?	All faculty and staff employees: regular, contingent II and part- time.		
Are payroll deductions pre-tax for federal and state income taxes?	No		
What is the minimum I may contribute?	\$5 per biweekly paycheck.		
What is the maximum I may contribute?	Up to 80% of annual salary, but not more than \$24,500 in calendar year 2026 (plus, additional \$8,000 if 50 years of age or older), or (plus, additional \$11,250 if 60 – 63 years old)		
May I catch up in a later year?	Age 50 or older catch-up: \$8,000 per calendar year. In addition, there is a Special 457(b) catch- up provision available (MSRP/Empower Plan ONLY, special provisions apply)	Age 50 or older catch-up: \$8,000 deferral per calendar year	
How often may I change my contribution amount?	Unlimited.		
What are the costs to participate?	Refer to specific plan materials for current fees and costs.		
Can I participate in more than one plan?	Yes – but with the following limitations: If <u>Under</u> age 50 by the end of the 2026 calendar year: \$24,500 457(b) + \$24,500 403(b) = \$49,000/year max contribution \$24,500 457(b) + \$24,500 401(k) = \$49,000/year max contribution \$24,500 457(b) + combination of 403(b) & 401(k) not to exceed \$24,500 = \$49,000/year If age 50 or <u>Over</u> by the end of the 2026 calendar year: \$32,500 457(b) + \$32,500 403(b) = \$65,000/year max contribution \$32,500 457(b) + \$32,500 401 (k) = \$65,000/year max contribution \$32,500 457(b) + combination of 403(b) & 401(k) not to exceed \$32,500 = \$65,000/year		
Can I roll over an IRA or old employer plan into this account?	Yes.		
May I later roll over my account to an IRA?	Yes, at separation from employment.		
May I withdraw money from my account while employed with UMD?	Yes, but only if you are age 70½ or older or qualify for an unforeseen emergency	Yes, if you are 59½ or older, or qualify for a hardship withdrawal. (Other exceptions may also apply).	Yes, if you are 59½ 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 of employment regardless of age.	At age 59½ or separation from employment at age 55 or older. At separation of employment regardless of age.	At age 59½ 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.		
May I change my withdrawal option, amount or frequency once I start my payout?	Yes.		
Is there a loan provision?	Yes.		