

Comparison of 403(b) and 457 (b) Tax-deferred Retirement Plans

All UNM employees except students have the option to contribute to these voluntary retirement accounts.

	403(b) Plans	457(b) Plans	Additional Comments
Eligibility	ALL employees (except some students) are eligible to participate upon employment.	ALL employees (except some students) are eligible to participate upon employment.	
Employee Contributions	Up to \$19,500 in 2020	Up to \$19,500 in 2020	Can contribute up to \$39,000 in total to the two plans.
Age 50 Catch-up	Additional \$6,500 in contributions allowed for those ages 50 or older.	Additional \$6,500 in contributions allowed for those ages 50 or older.	Can elect at age 50+ to contribute a total of \$39,000 plus \$13,000 or \$52,000 in total to the two plans.
Portability of Benefits	Portable upon separation from UNM, age 59 ½, early retirement at age 55 or older, disability, death, or qualified reservist distribution. Loans are available.	Portable upon separation or retirement from UNM. Emergency withdrawals are allowed. Loans are available.	

<p>Early Withdrawal Penalty</p>	<p>10% penalty may apply on withdrawals if you are under age 59 ½.</p> <p>(Exceptions*: Generally, a 0% penalty if you rollover the amount within 60 days to a qualified plan, separate from service at age 55+, receive a Qualified Reservist Distribution, have certain unreimbursed deductible medical expenses, are totally and permanently disabled, separate from service and receive a series of substantially equal periodic or annuity payments, pay <i>qualifying</i> higher education expenses, satisfy a QDRO or an IRS levy, or die).</p> <p>*Note: Consult with a qualified tax advisor <i>before</i> you withdraw, transfer or rollover 403(b) funds.</p>	<p>None, with the exception of possible federal penalties on amounts received in a direct transfer or rollover from another type of eligible retirement plan, as well as potential state tax penalties*.</p> <p>*Note: Consult with a qualified tax advisor <i>before</i> you withdraw, transfer or rollover 457(b) funds.</p>	
<p>Investment Providers</p>	<p>Choose from investments and financial services provided by AIG Retirement Services, Fidelity, TIAA, and Voya.</p> <p>To learn more about financial workshops, webinars, tools, resources, and complimentary financial planning services, or to schedule an appointment with a campus representative, see:</p> <p>Financial Wellness Program</p> <p>403(b) and 457(b) Voluntary Retirement Plan Representatives On Campus</p>	<p>Choose from investments and financial services provided by AIG Retirement Services, Fidelity, TIAA, and Voya.</p> <p>To learn more about financial workshops, webinars, tools, resources, and complimentary financial planning services, or to schedule an appointment with a campus representative, see:</p> <p>Financial Wellness Program</p> <p>403(b) and 457(b) Voluntary Retirement Plan Representatives On Campus</p>	

Questions? Call UNM Benefits at 505-277-MyHR (6947)