



Saving More for Retirement

Learn More

To learn more about the ASU System 403(b) and/or 457(b) Plans, visit TIAA.org/astate or call TIAA at **800-842-2252**, weekdays, 7 a.m. to 9 p.m. or Saturday, 8 a.m. to 5 p.m. (CT).

The Arkansas State University (ASU) System Supplemental 403(b) and 457(b) Plans offer you a way to save more and plan for your future.

The statistics are stark, but real. Many Americans are not saving enough for retirement. For example, just 18% of Americans feel very confident they will have enough money for a comfortable retirement, according to the Employee Benefit Research Institute.*

Many people also realize that with increased life expectancy and longer retirements—sometimes lasting 30 years or more—their existing retirement plan and Social Security combined may not be enough to meet their financial needs.

Given these facts, it's important to ensure that you're saving enough for retirement. If not—or if you're unsure—the ASU System offers you an easy way to put more money to work for your future.

How can the Supplemental 403(b) and 457(b) Plans help you contribute more for retirement?

Through the 403(b) and 457(b) Plans, you contribute directly to your retirement and get the following benefits when you open an account:

- A way to close the savings gap: If you haven't invested enough for retirement, the plans give you the opportunity to contribute more money for your future.
- Convenient contributions: Your contributions are automatically deducted from your salary, making it easier to contribute.
- Lower current taxes: You can make contributions before taxes are withheld from your pay, reducing your current taxable income.
- Tax-deferred accumulations: You pay no taxes on your Plan contributions or earnings until you receive them in retirement.

Which plan is right for you?

As you can see, the Supplemental 403(b) and 457(b) Plans offer several features and options for building retirement savings. And depending on how much you have to invest and your financial goals, you may contribute to either the 403(b) Plan or the 457(b) Plan—or both. The chart on the next page shows the differences between the two supplemental plans and helps you determine which may best fit for your situation.

* EBRI, The 2017 Retirement Confidence Survey: Many Workers Lack Retirement Confidence and Feel Stress About Retirement Preparations, March 2017



The Supplemental 403(b) Plan and the 457(b) Plan at a Glance

	Supplemental 403(b) Plan	457(b) Plan
Eligibility and Participation	All ASU employees, except student employees, are eligible to participate.	All ASU employees, except student employees, are eligible to participate.
Taxability	Pre-tax contributions will be taxed in the year you take the distribution.	Pre-tax contributions will be taxed in the year you take the distribution.
Employee Contribution Limits	In 2017, contributions are limited to the lesser of 100% of compensation, or \$18,000. Governed by IRC Sections 415 and 402(g).	In 2017, contributions are limited to the lesser of 100% of compensation, or \$18,000. Governed by IRC Section 457.
Contribution Coordination	Employees may be eligible to contribute the maximum to both 403(b) and 457(b) plans.	Employees may be eligible to contribute the maximum to both 403(b) and 457(b) plans.
Catch-up Amounts	An additional \$6,000 elective salary deferral may be permitted in 2017 for individuals age 50 or older.	An additional \$6,000 elective salary deferral in 2017 for individuals age 50 or older, if permitted by their plan.
Triggering Events	Severance from employment, retirement, age 59½, or death. Distributions due to unforeseeable financial emergency may be available. Consult plan document for specific rules.	Severance from employment, retirement, age 70½, or death. Consult plan document for specific rules.
Early Withdrawal Penalty	None for employees who separate from service after age 55. Otherwise, 10% on withdrawals before age 59½, or before separation from service. Exceptions include death and disability.	None.
Rollovers	Permitted to IRA, 401(a), 401(k), 403(b), or 457(b) governmental plans. Rollovers are NOT permitted to 457(b) plans of a tax-exempt employer.	Permitted to IRA, 401(a), 401(k), 403(b), or 457(b) governmental plans. Direct transfers to another 457(b) plan of a tax-exempt employer may be permitted only if both plans allow for the transaction.
Loans	Available. Subject to plan rules.	None.

Questions? You may call TIAA at 800-842-2252, weekdays, 7 a.m. to 9 p.m., or Saturday, 8 a.m. to 5 p.m. (CT). Or visit the dedicated website at TIAA.org/astate.

The TIAA group of companies does not provide legal or tax advice. Please consult your legal or tax advisor.

TIAA-CREF Individual & Institutional Services, LLC, and its affiliates do not offer tax advice services. Individuals should consult with a qualified independent tax advisor, or CPA for specific advice based on the individual's personal circumstances.

This material is for informational or educational purposes only and does not constitute a recommendation or investment advice in connection with a distribution, transfer or rollover, a purchase or sale of securities or other investment property, or the management of securities or other investments, including the development of an investment strategy or retention of an investment manager or advisor. This material does not take into account any specific objectives or circumstances of any particular investor, or suggest any specific course of action. Investment decisions should be made in consultation with an investor's personal advisor based on the investor's own objectives and circumstances.

Investment, insurance and annuity products are not FDIC insured, are not bank guaranteed, are not bank deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

TIAA-CREF Individual & Institutional Services, LLC, Teachers Personal Investors Services, Inc., and Nuveen Securities, LLC, Members FINRA and SIPC, distribute securities products. Annuity contracts and certificates are issued by Teachers Insurance and Annuity Association of America (TIAA) and College Retirement Equities Fund (CREF), New York, NY. Each is solely responsible for its own financial condition and contractual obligations.

©2017 Teachers Insurance and Annuity Association of America-College Retirement Equities Fund, 730 Third Avenue, New York, NY 10017