

# Plan Comparison



## Choosing a Retirement Plan

### Are you looking for a way to save more for retirement?

Although your pension may provide a significant source of income during retirement, it may not be enough to meet all of your income needs.

As an educational employee, you are eligible to participate in two additional types of investment plans: the Oregon Savings Growth Plan (OSGP), a 457 deferred compensation plan and a 403(b)/TSA program.

It can be difficult to know which type of investment plan may be the best choice for you. Both plans allow you to save for retirement by making voluntary pre-tax contributions through automatic payroll deductions. You can also make Roth after-tax contributions to OSGP, allowing you to withdraw any earnings tax free, as long as qualifying conditions are met.\* You can participate in both plans at the same time. See reverse side for a side-by-side comparison of the OSGP 457 Plan and a 403(b) Plan.

*\*The withdrawal availability for Roth sources will be subject to the terms of the Plan. Earnings you withdraw from the Roth sources within the 457 Plan will only be tax free if: (1) they have been in the Roth account within the Plan for at least a five year taxable period; AND (2) you are either over age 59½, disabled or the distribution is made to your beneficiary subsequent to your death.*

## Investment Options

### OSGP 457 Plan

OSGP offers target date funds along with eight other investment options that range from conservative to aggressive risk levels. The Oregon Investment Council and PERS provide investment and administrative oversight, including the selection and monitoring of the investment options. Most are a blend of several professionally managed mutual funds. You may choose one of the target date options and let a team of investment managers gradually shift the investment mix throughout each stage of your life, or invest in any of the eight other investment options and tailor your portfolio suited to your particular circumstances and retirement goals.

### 403(b) Plans

A wide range of investment options are available through 403(b) plans, including annuities and mutual funds. The sponsor of a 403(b) plan typically does not screen or evaluate companies based on their investment records, credit ratings, or any other basis. It is the participant's responsibility to research and understand the provisions of the investments selected and to monitor them on an ongoing basis.

## Taking Withdrawals

### OSGP 457 Plan

OSGP provides a number of flexible options for withdrawing money when you leave your employer. You can leave the money in the Plan and choose from among various cash distribution options, or you can roll the money over to another eligible retirement plan or an IRA. Since there is no minimum age requirement to begin taking distributions, you have these flexible payment options immediately available when you leave your employer. Whether you roll your money over to another plan or IRA or you leave it in the OSGP, its tax-deferred status will be preserved and your savings can continue growing tax-deferred until withdrawn.

Unlike 403(b) plans, a distribution from the 457 OSGP Plan is never subject to a 10 percent early withdrawal penalty fee.

### 403(b) Plans

Generally, if you withdraw money from a 403(b) plan prior to age 59½ (or retirement at age 55), you will be assessed a 10 percent early withdrawal penalty. In addition, there may be other penalties and fees.

If you're looking for a plan that provides the best direction for your investment dollar, consider the Oregon Savings Growth Plan.

## OSGP 457 Plan & 403(b) Plan Compared

It's clear that although there are many similarities, there are also significant differences between the OSGP 457 Plan and a typical 403(b) plan. You may find the following comparison chart helpful in your decision-making.

	OSGP 457 Plan	Typical 403(b) Plan
<b>Employee Deferrals</b>		
Pre-tax	Yes	Yes
Roth after-tax	Yes	Depends, check with the Plan.
<b>Account Transfers</b>		
Prior plans including 401(a), 401(k), 403(b), IRAs	Yes, from prior qualified plan or IRA (pre-tax amounts only).	Yes, from prior qualified plan or IRA (pre-tax amounts only).
Other 457 service providers	Yes	Yes, but assets may assume a tax penalty.
<b>Contribution Limits</b>	<i>Year</i> Current Limit may be adjusted for inflation.	<i>Year</i> Current Limit may be adjusted for inflation.
	<i>Limit</i> \$18,000	<i>Limit</i> \$18,000
<b>Current Catch-Up Deferral Limits</b>		
Age 50 and older catch-up	\$24,000	\$24,000
3-year catch-up	\$36,000	N/A
15-year catch-up	N/A	\$15,000 (maximum of \$3,000 per year)
<b>Distributable Events</b>		
Unforeseeable emergency	Yes, upon employer approval.	Yes, upon employer approval.
Loans	Yes, upon employer approval.	Yes, upon employer approval.
Severance from employment	Yes	Yes
Age 70½ required distribution	Yes	Yes
De Minimis <sup>1</sup>	Yes	Yes
<b>Payment Options</b>		
Lump sum	Yes	Yes
Partial lump sum	Yes	Yes
Installment	Yes	Yes
Period certain	Yes	Yes
<b>Tax Penalty for Withdrawals</b>	No	Yes, depending on age, circumstances, and type of distribution.
<b>Expenses and Fees</b>	<ul style="list-style-type: none"> <li>• No "loads" on funds.</li> <li>• No investment option transfer fees.</li> <li>• No annual account maintenance fees.</li> <li>• No 12b-1 sales management fees.</li> </ul>	<ul style="list-style-type: none"> <li>• Possible "loads" on funds.</li> <li>• Possible investment option transfer fees.</li> <li>• Possible annual account maintenance fees.</li> <li>• Possible 12b-1 sales management fees.</li> <li>• Possible surrender fees of up to 6%.</li> </ul>

The information incorporates plan features effective 2014.

<sup>1</sup> De Minimis means a participant who has not contributed to his/her OSGP account for at least two years and who is still employed, may withdraw the account balance if it is less than \$5,000. Withdrawals are subject to applicable taxes.