



403(b) Plan Roth Contributions

September 2025



Participant Decision – Pre-Tax vs. Roth

- The primary difference between Pre-Tax and Roth dollars is the tax treatment
- Pre-tax and Roth elective deferrals **together** cannot exceed IRS contribution limits

	Pre-Tax	Roth
Federal Income Taxes*	Paid at Retirement (when \$s are withdrawn)	Paid Now
Social Security & Medicare Taxes	Paid Now	Paid Now
Minimum Required Distributions	Age 73	None

** State income tax guidelines vary by state. In many states, individuals will pay state income tax on Roth contributions during the year of the contributions, and individuals may defer state income tax for pre-tax contributions. Please check your state's tax guidelines.*



Participant Decision – Pre-Tax vs. Roth

- Pre-Tax vs. Roth Decision Factors
 - A general rule of thumb is that younger, lower paid workers can benefit from paying lower taxes today, and avoiding higher tax rates in retirement when their income is higher
 - Minimum required distributions are not required for Roth balances
 - As an additional thought, even a small amount of Roth savings can provide you with some control over your reported income in retirement. Using these Roth dollars in your higher spending years could enable you to avoid higher tax brackets



Roth Savings Feature

- Roth guidelines are different for 403(b) plans than for individual retirement accounts (IRAs)
 - In 2025 and in future years, employees may make combined pre-tax and Roth elective deferrals up to the IRS contribution limit (*\$23,500 for 2025*)
 - In 2025 and in future years, employees may make Age 50 catch-up contributions on a Roth basis (*\$7,500 for 2025*)
 - This total increases to \$11,250 (in 2025) for employees eligible to make Age 60-63 catch-up contributions
 - **IRA restrictions on Roth contributions for higher earning individuals are not applicable in 403(b) plans.** This allows all Bradley employees to make Roth elective deferrals, regardless of their earned income



Roth Savings Feature – Additional Considerations

- The same investment options are available for Roth contributions as for pre-tax contributions
- For participants who elect to make Roth elective deferrals, TIAA will track their Roth contributions and earnings separate from their pre-tax contributions and earnings
- Participants making Roth contributions continue to have a single online account for their plan account
- Participants making Roth contributions continue to receive aggregated statements from TIAA that include both their pre-tax and their Roth account balances



How to Make Roth Elective Deferrals

- **Log in to ADP: go to Myself tab, then Benefits -> Enrollments**
 - Click the Year-Round Enrollment tile, then follow the prompts
 - Select Additional Benefits for Your 403(b) Options, then click “Submit” when done
- When changing your elective deferral contributions, be sure that your pre-tax and Roth contribution amounts total to your desired contribution amount
- Remember that the annual contribution limit (*\$23,500 in 2025*) and annual Catch-Up contribution limits apply to the combined amount of your pre-tax and Roth elective deferrals
- To review your current contribution elections and other plan info, log in to **tiaa.org/bradley** to access your online account
- TIAA is ready to assist: (800) 842-2252 - Weekdays, 8 a.m. to 10 p.m. (ET)

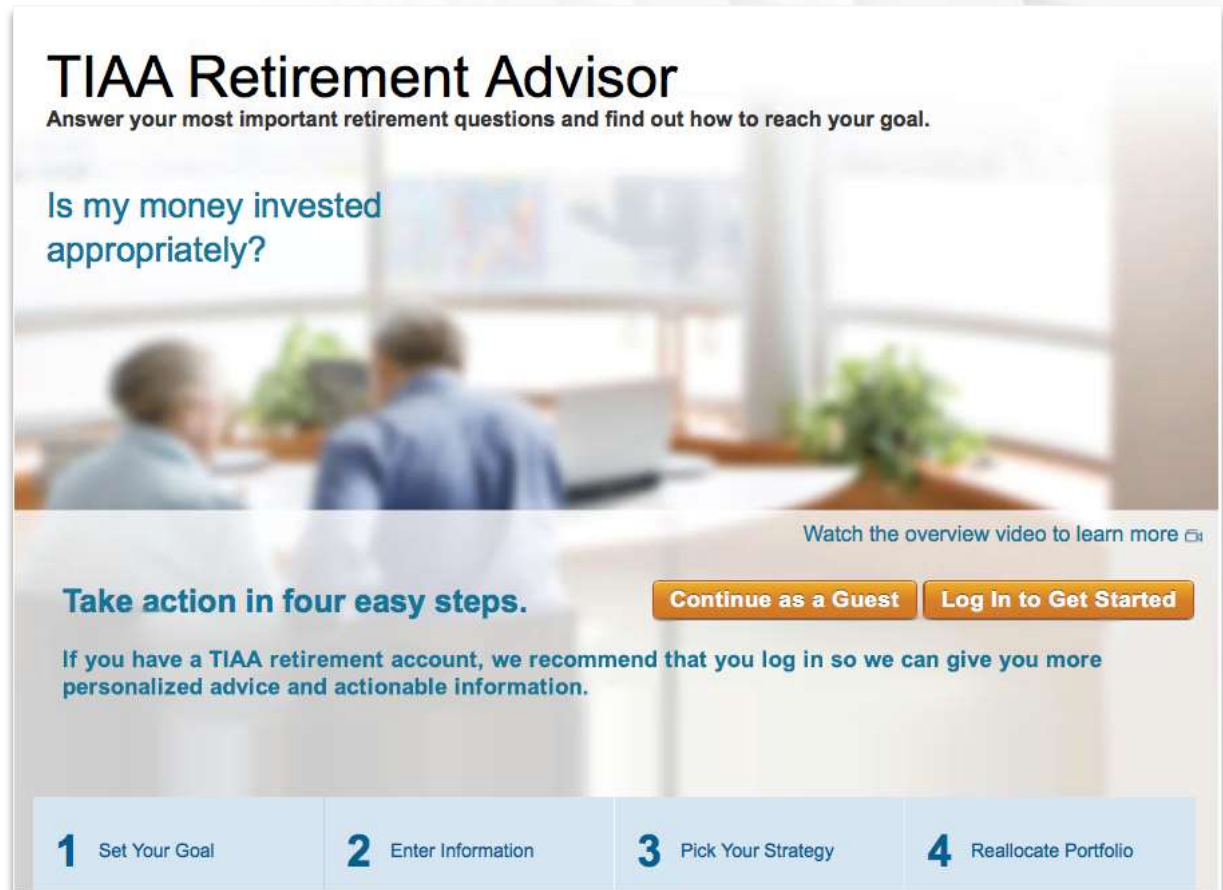


Helpful Resources

TIAA.org/tools

Retirement Advisor

Offers a more comprehensive look at your retirement savings plan



TIAA Retirement Advisor
Answer your most important retirement questions and find out how to reach your goal.

Is my money invested appropriately?

[Watch the overview video to learn more](#)

Take action in four easy steps.

If you have a TIAA retirement account, we recommend that you log in so we can give you more personalized advice and actionable information.

[Continue as a Guest](#) [Log In to Get Started](#)

- 1** Set Your Goal
- 2** Enter Information
- 3** Pick Your Strategy
- 4** Reallocate Portfolio



Contact a Financial Consultant

- Employees can schedule a **one-on-one retirement account counseling session** to meet virtually with a TIAA Financial Counselor:



Schedule online with John at:

TIAA.org/schedulenow

(choose Virtual Counseling and you will be prompted to log in to your account to complete the scheduling)



To schedule a one-on-one session with another TIAA Financial Consultant:

Call **800-732-8353**

Weekdays, 7 a.m. to 9 p.m. (CT)

