

# URS Savings Plans Comparison

Plan Ahead to Get Ahead!	Lower tax bill!		Tax-deferred growth!	Tax-free growth!
	401(k)	457	Traditional IRA May be tax deductible	Roth IRA After-tax deposits
	<b>Tax deferred</b> Pay income tax when withdrawn	<b>Tax deferred</b> Pay income tax when withdrawn	Pay income tax when withdrawn	Tax-free withdrawals
<b>Deposits</b>				
Payroll deduction <i>(if allowed by employer)</i>	✓	✓	✓	✓
Rollovers	✓	✓	✓	✓
Transfers	✓	✓	✓	✓
Personal deposits			✓	✓
<b>Withdrawals</b> <i>(Vested balances only)</i>	<ul style="list-style-type: none"> <li>• Retirement</li> <li>• Termination</li> <li>• Age 59½ if still employed</li> <li>• Hardship</li> </ul> <small><i>(Personal contributions only)</i></small>	<ul style="list-style-type: none"> <li>• Retirement</li> <li>• Termination</li> <li>• Age 70½ if still employed</li> <li>• Unforeseeable Emergency</li> </ul>	• Any time	• Any time
<b>Early Withdrawal Penalty Tax</b>	Yes — 10% early withdrawal penalty tax if withdrawn before age 59½	No penalty tax	Yes — if withdrawn before age 59½	Contributions: No Earnings: Yes — if withdrawn before age 59½
Exceptions:	<ul style="list-style-type: none"> <li>• You work into the calendar year you turn age 55 (age 50 if you separate from service as a qualified public safety employee)</li> <li>• Payout based on life expectancy</li> <li>• Disability</li> </ul>		<ul style="list-style-type: none"> <li>• First home</li> <li>• Higher education</li> <li>• Payout based on life expectancy</li> <li>• Disability</li> </ul> <small><i>(For additional exceptions see IRS publication 590.)</i></small>	<ul style="list-style-type: none"> <li>• First home</li> <li>• Higher education</li> <li>• Payout based on life expectancy</li> <li>• Disability</li> </ul>
<b>Loan Provision</b>	Yes <small><i>(Limitations apply to Tier 2 employer required contributions.)</i></small>	Yes	No	No
<b>Annual Contribution Limits</b>	<b>2017</b> \$18,000	\$18,000*	\$5,500**	\$5,500**
<b>With Age 50+ Catch-Up Provision</b>	<b>2017</b> \$24,000	\$24,000	\$6,500	\$6,500
<b>Special 457 Catch-Up Provision</b>		*The three years prior to the year you qualify to retire, your limit on 457 contributions is double the standard limit (depending on past contributions). <small>Note: You cannot use the 457 age 50+ catch-up the same year as the special catch-up.</small>		

\*\*The IRA annual contribution limit represents the amount you can contribute, in total, across all of your Roth and traditional IRAs, including those that you hold with other financial institutions.