

Roth 403(b) TDA vs. Roth IRA

	Traditional 403(b)	Roth 403(b)	Roth IRA
Eligibility	All Employees	All Employees	<ul style="list-style-type: none"> If filing status is single or head-of-household, Adjusted Gross Income "AGI" must not be more than \$150,000 (2025) If filing status is married filing jointly, combined AGI must not be more than \$236,000 (2025) Eligibility limits based on income.
2025 Contribution Limits*	\$23,500, plus \$7,500 if age 50+, plus \$11,250 under the higher catch-up if age 60-63.	\$23,500, plus \$7,500 if age 50+, plus \$11,250 under the higher catch-up if age 60-63.	\$7,000, plus \$1,000 if age 50+
Tax-Free Qualified Distribution**	Not available. All distributions are taxed as ordinary income	If the following criteria are met: 5 year holding period and distribution due to: <ul style="list-style-type: none"> Attainment of age 59 ½ Disability Death 	If the following criteria are met: 5 year holding period and distribution due to: <ul style="list-style-type: none"> Attainment of age 59 ½ Disability Death Certain first-time home purchase
Distributions Permitted (may be subject to taxation if the distribution is not a Qualified Distribution)	<ul style="list-style-type: none"> Age 59 ½ Death Disability Financial Hardship Separation from service 	<ul style="list-style-type: none"> Age 59 ½ Death Disability Financial Hardship Separation from service 	At any time (no restrictions apply)
Internal Revenue Service 10% Premature Distribution Penalty Tax	Applicable to all amounts distributed prior to age 59 ½, unless an exception applies.	Applicable to earnings distributed prior to age 59 ½, unless an exception applies.	Applicable to earnings distributed prior to age 59 ½, unless an exception applies.
Loan Availability	Yes	Yes	No
Required Minimum Distribution	Yes	Yes	No, during owner's lifetime

Contact us at: 403b-Ops@pentegra.com or call us at (914) 909-1421.
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*TDA limits can vary based on your facts and circumstances. Contact your benefits office for available limits.

**Note that distributions from the Roth 403(b) and Roth IRA are subject to taxation on the portion attributable to earnings if made before Qualified Distribution provisions are satisfied.

***This chart is provided solely for informational purposes and does not constitute investment, tax, or legal advice.

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