

Supplemental Retirement Plan Comparison Chart



This chart summarizes the major provisions of the University of Illinois Supplemental 403(b) Retirement Plan, the State of Illinois Deferred Compensation 457 Plan, and the SURS Deferred Compensation 457 Plan. Every effort has been made to make this table as accurate as possible. However, there are other legal documents, laws, and regulations that govern the operation of the plans. It is understood that in the event of any conflict, the terms of the applicable plan document, laws, and regulations will control.

	University of Illinois Supplemental 403(b) Retirement Plan	State of Illinois Deferred Compensation 457 Plan	SURS Deferred Compensation 457 Plan
Eligible Employees	Each common law employee who receives Form W-2 compensation for services provided to the University.	When receiving compensation from the University you are eligible if: <ul style="list-style-type: none"> • first employed prior to July 1, 2023 • first employed on or after July 1, 2023 and you are either: <ul style="list-style-type: none"> ○ not SURS eligible or ○ you transferred from another State agency where you contributed to the State 457 Plan on June 30, 2023. 	Employees who are actively contributing to the State Universities Retirement System (SURS) Traditional, Portable, or Retirement Savings Plans.
Eligibility Age & Service Conditions	None. An employee is eligible to participate immediately upon his or her date of hire.	An employee is eligible at any age if the service conditions above are met.	None
Types of Salary Deferral Contributions	Pre-tax contributions and Roth (after-tax) contributions.	Pre-tax contributions and Roth (after-tax) contributions.	Pre-tax contributions and Roth (after-tax) contributions.
Plan Administrative and Investment Fees	Yes, fees for managing investments and other associated services apply. Additional information under Plan Fees .	Yes, fees for managing investments and other associated services apply. View the FAQs and Fund Descriptions .	Yes, fees for managing investments and other associated services apply. View the SURS FAQs .
Withdrawal Fees	Not applicable	<ul style="list-style-type: none"> • No fee for installment/automatic withdrawals on the first business day of the month. • Fees apply for each non-automatic withdrawal processed. 	No withdrawal fees. However, a service fee applies if overnight/expedited delivery is requested.

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Initial Salary Deferral Election	An initial deferral election becomes effective the first pay period following the date <ul style="list-style-type: none"> • The online Salary Reduction and/or Redirection Agreement (SRA) is submitted or • The Salary Reduction and/or Redirection form is completed and submitted to UPB. 	An initial deferral election becomes effective as soon as administratively possible.	An initial deferral election becomes effective as soon as administratively possible.
Minimum Contribution Amount	\$200 per year	\$10 or 1% of your gross pay per pay period	\$10 or 1% of your gross pay per pay period
Annual Salary Deferral Limit	\$23,500 in 2025	\$23,500 in 2025. This is a combined maximum. Your contributions to either one or both plans cannot exceed \$23,500 in 2025 in total.	\$23,500 in 2025. This is a combined maximum. Your contributions to either one or both plans cannot exceed \$23,500 in 2025 in total.
Special Catch-up Limit	Not applicable	Up to \$47,000 in 2025 for the last 3 calendar years ending before the year in which the participant attains Normal Retirement Age.	Up to \$47,000 in 2025 for the last 3 calendar years ending before the year in which the participant attains Normal Retirement Age.
Age 50 or Above Catch-up Limit. Only one of the limits below will apply each calendar year and is determined by your age at the end of the calendar year.			
Age 50 – 59	\$7,500 in 2025	\$7,500 in 2025	\$7,500 in 2025
Age 60 – 63	\$11,250 in 2025	\$11,250 in 2025	\$11,250 in 2025
Age 64 or above	\$7,500 in 2025	\$7,500 in 2025	\$7,500 in 2025

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Annual Additions (415) Limit	\$70,000 in 2025	Not applicable	Not applicable
Employer Contribution	No	No	No
Participant Directed Investments	Yes	Yes	Yes
Investment Options	An array of investment options with broad exposure to a variety of asset classes through a core fund lineup with Fidelity Investments and TIAA.	Available investment options are selected by the Illinois State Board of Investment.	An array of investment options selected by the SURS Board of Trustees including a managed Lifetime Income Strategy .
Vesting	100% immediate vesting	100% immediate vesting	100% immediate vesting
Change in Salary Deferral Election	A participant may change the salary deferral amount at any time on a proactive basis. The change will become effective no sooner than the first pay period following the date an SRA is completed online or is submitted to UPB.	A participant may change the salary deferral amount at any time on a proactive basis. The change will become effective as soon as administratively possible.	A participant may change the salary deferral amount at any time on a proactive basis. The change will become effective as soon as administratively possible.
Investment Changes	Investment changes may be made at any time on a prospective basis, subject to investment vendor restrictions.	Investment changes may be made at any time on a prospective basis, subject to investment vendor restrictions.	Investment changes may be made at any time on a prospective basis, subject to investment vendor restrictions.
Rollover Contributions	An employee who is a participant may roll over eligible rollover distributions to the plan.	An employee who is a participant may roll over eligible rollover distributions to the plan.	An employee who is a participant may roll over eligible rollover distributions to the plan.
In-Plan Roth Rollover	Not applicable	Yes	Yes
Distribution of Salary Deferrals	Salary deferrals may be distributed from the plan upon the earlier of: <ul style="list-style-type: none"> • Separation from employment 	Salary deferrals may be distributed from the plan upon the earlier of: <ul style="list-style-type: none"> • Separation from employment 	Salary deferrals may be distributed from the plan upon the earlier of: <ul style="list-style-type: none"> • Separation from employment

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	<ul style="list-style-type: none"> • Death • Total and permanent disability • Attainment of age 59 ½ • Financial hardship 	<ul style="list-style-type: none"> • Death • Financial hardship 	<ul style="list-style-type: none"> • Death • Financial hardship
In-service Distribution of Salary Deferrals	<p>Permitted under the following circumstances:</p> <ul style="list-style-type: none"> • Upon attainment of age 59 ½ or older • Financial hardship (see <i>Hardship Withdrawals</i> below) 	<p>Permitted if the following requirements are met:</p> <ul style="list-style-type: none"> • Total account balance does not exceed \$5,000; • The participant has not previously received an in-service distribution of the total account balance; and • No salary deferrals have been made with respect to the participant during the 2-year period ending immediately before the date of the distribution. 	<p>Permitted if the following requirements are met:</p> <ul style="list-style-type: none"> • Upon attainment of age 59 ½ or older • Unforeseeable emergency distribution (see <i>Hardship Withdrawals</i> below)
Distribution of Rollover Contributions	Available at any time, subject to investment vendor restrictions.	Available at any time. Early withdrawal penalties may apply.	Available at any time. Early withdrawal penalties may apply.
Forms of Distribution	Subject to investment vendor restrictions, any form of distribution available at the applicable investment vendor.	Forms of distribution available are: <ul style="list-style-type: none"> • Lump sum, or • Installment payments. 	Forms of distribution available are: <ul style="list-style-type: none"> • Lump sum • Installment payments, or • Combination of payout options
Loans	Yes, subject to IRS rules. Limit of one outstanding loan at a time, under all qualified plans (403(b) and 457 Plans) of the employer. Loans are not available from Roth contributions. A processing fee applies.	Yes, subject to IRS rules. Limit of one outstanding loan at a time, under all qualified plans (403(b) and 457 Plans) of the employer. Loans are not available from Roth contributions. A processing fee applies.	Loans are not permitted.

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Hardship Withdrawals	<p>Yes, only from pre-tax contributions. Financial hardship events are:</p> <ul style="list-style-type: none"> • Expenses for certain types of medical care for the employee, his or her spouse, children or tax dependents • Costs directly related to the purchase of a principal residence • Payment of tuition, related educational fees, books, and room & board for up to 12 months of post-secondary education for the employee, his or her spouse, children or tax dependents • Payments necessary to prevent eviction or foreclosure for the employee's principal residence • Payments for funeral or burial expenses for the employee's parent, spouse, children or tax dependents • Expenses to repair certain types of damage to the employee's principal residence. • Expenses for loss-related repairs to the employee's principal residence when losses are sustained in a federally declared disaster area. <p>A processing fee applies.</p>	<p>Yes. Severe hardship events resulting from:</p> <ul style="list-style-type: none"> • Unexpected illness or accident of the participant or dependent • Loss of the participant's property due to casualty, or • Other similar extraordinary and unforeseeable circumstances 	<p>Yes. Unforeseeable emergency distribution event resulting from:</p> <ul style="list-style-type: none"> • Unexpected illness or accident of the participant or dependent • Unreimbursed medical expenses • To prevent imminent eviction or foreclosure • To cover losses and expenses as a result of a federally declared disaster • Funeral expenses of your spouse or dependent • Other similar extraordinary and unforeseeable circumstances

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Required Minimum Distributions	Distribution of a participant's account must begin on or before April 1 st of the calendar year following the later of the calendar year in which the participant: <ul style="list-style-type: none"> • Attains age 73; or • Terminates employment with the University. 	Distribution of a participant's account must begin on or before April 1 st of the calendar year following the later of the calendar year in which the participant: <ul style="list-style-type: none"> • Attains age 73; or • Terminates employment with the University. 	Distribution of a participant's account must begin on or before April 1 st of the calendar year following the later of the calendar year in which the participant: <ul style="list-style-type: none"> • Attains age 73; or • Terminates employment with the University.
Domestic Relations Orders	A distribution authorized by a qualified domestic relations order to an alternate payee is permitted without regard to whether the participant is eligible for a distribution. A processing fee applies.	A distribution authorized by a qualified domestic relations order to an alternate payee is permitted without regard to whether the participant is eligible for a distribution. A processing fee applies.	A valid Qualified Illinois Domestic Relations Order (QILDRO) must be filed with SURS to permit the division of an account or the division of distributions to an alternate payee.
Taxes on Contributions	Pre-tax contributions will not be included in a participant's income for federal or state income tax purposes. A participant will pay applicable employment taxes on pre-tax contributions. Roth (after-tax) contributions are included in a participant's income reported to the federal and state governments for income tax purposes. A participant will also pay applicable employment tax on Roth (after-tax) contributions.	Pre-tax contributions will not be included in a participant's income for federal or state income tax purposes. A participant will pay applicable employment taxes on pre-tax contributions. Roth (after-tax) contributions are included in a participant's income reported to the federal and state governments for income tax purposes. A participant will also pay applicable employment tax on Roth (after-tax) contributions.	Pre-tax contributions will not be included in a participant's income for federal or state income tax purposes. A participant will pay applicable employment taxes on pre-tax contributions. Roth (after-tax) contributions are included in a participant's income reported to the federal and state governments for income tax purposes. A participant will also pay applicable employment tax on Roth (after-tax) contributions.
Taxes on Distributions	Distribution of pre-tax contributions and earnings thereon are subject to federal income tax. However, distribution of pre-tax contributions and earnings thereon	Distribution of pre-tax contributions and earnings thereon are subject to federal income tax. However, distribution of pre-tax contributions and earnings thereon	Distribution of pre-tax contributions and earnings thereon are subject to federal income tax. However, distribution of pre-tax contributions and earnings thereon

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	<p>are not taxed by the State of Illinois if distributions are made:</p> <ul style="list-style-type: none"> • in accordance with plan provisions; • on or after the participant has attained full retirement age; and • the participant is a legal resident of the State of Illinois <p>Distribution of Roth (after-tax) contributions and earnings thereon are not subject to federal or state income tax if a five year period has passed since the Roth (after-tax) contributions were first made to the plan and the distribution is a “qualified distribution.” A qualified distribution is a distribution:</p> <ul style="list-style-type: none"> • made on or after the date on which the participant attains age 59 ½; • made to a beneficiary on or after the death of the participant; or • attributable to the participant’s being totally and permanently disabled. 	<p>are not taxed by the State of Illinois if distributions are made:</p> <ul style="list-style-type: none"> • in accordance with plan provisions; • on or after the participant has attained full retirement age; and • the participant is a legal resident of the State of Illinois <p>Distribution of Roth (after-tax) contributions and earnings thereon are not subject to federal or state income tax if a five year period has passed since the Roth (after-tax) contributions were first made to the plan and the distribution is a “qualified distribution.” A qualified distribution is a distribution:</p> <ul style="list-style-type: none"> • made on or after the date on which the participant attains age 59 ½; • made to a beneficiary on or after the death of the participant; or <p>attributable to the participant’s being totally and permanently disabled.</p>	<p>are not taxed by the State of Illinois if distributions are made:</p> <ul style="list-style-type: none"> • in accordance with plan provisions; • on or after the participant has attained full retirement age; and • the participant is a legal resident of the State of Illinois <p>Distribution of Roth (after-tax) contributions and earnings thereon are not subject to federal or state income tax if a five year period has passed since the Roth (after-tax) contributions were first made to the plan and the distribution is a “qualified distribution.” A qualified distribution is a distribution:</p> <ul style="list-style-type: none"> • made on or after the date on which the participant attains age 59 ½; • made to a beneficiary on or after the death of the participant; or <p>attributable to the participant’s being totally and permanently disabled.</p>

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Early Withdrawal Tax Penalty	<p>Yes. Distributions made prior to attainment of age 59 ½ are generally subject to a 10% early withdrawal tax penalty. There are exceptions to the 10% early withdrawal tax penalty, including receiving the distribution:</p> <ul style="list-style-type: none"> • as a lifetime annuity payment; • after terminating employment with the University at age 55 or older; • after terminating employment due to a total and permanent disability; or • as a qualified reservist who was ordered or called to active duty for a period in excess of 179 days. 	Distributions are not subject to the 10% early withdrawal penalty tax except for distributions attributable to rollovers from another type of plan or IRA.	Distributions are not subject to the 10% early withdrawal penalty tax except for distributions attributable to rollovers from another type of plan or IRA.
Vacation/Sick Leave Payout Contributions	<p>Payout contributions may be contributed to the plan by completing and submitting a paper Salary Reduction and/or Redirection Agreement (SRA) to University Payroll & Benefits (UPB).</p> <p>The form must be received by UPB no later than 20 days prior to the employee separating service.</p>	Payout contributions may be contributed to the plan by contacting University Payroll & Benefits (UPB) no later than 60 days prior to the employee separating service.	Payout contributions may be contributed to the plan by contacting University Payroll & Benefits (UPB) no later than 60 days prior to the employee separating service.

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