

# PLAN HIGHLIGHTS

## THE 403(b) PLAN



STATE OF CONNECTICUT DEFINED CONTRIBUTION PLANS

<b>Eligibility</b>	Employees of any State educational institution or hospital, including: <ul style="list-style-type: none"><li>• University of Connecticut, including the University of Connecticut Health Center</li><li>• State universities, including the Board of Regents</li><li>• Community and technical colleges, including the boards of trustees</li><li>• Department of Higher Education</li><li>• Department of Education, including the vocational/technical high schools</li><li>• Unified School District No. 1 of the Department of Corrections</li><li>• Unified School District No. 2 of the Department of Children and Families</li><li>• Unified School District No. 3 of the Department of Developmental Services</li><li>• Riverview Hospital of the Department of Children and Families</li><li>• Board of Academic Awards</li><li>• Connecticut Valley Hospital, Greater Bridgeport Community Mental Health Center, Connecticut Mental Health Center, Southwest Connecticut Mental Health System, and Capitol Region Mental Health Center of the Department of Mental Health and Addiction Services (Nonresident aliens are ineligible)</li></ul>
<b>Administration Fee</b>	0.046% annually (for example, a participant with a \$10,000 account balance would pay an annual fee of \$4.60)
<b>Withdrawal Charges</b>	None
<b>Contributions</b>	Minimum Amount—\$200 annually Maximum Amount—\$19,500 for 2020* <ul style="list-style-type: none"><li>• Pre-Tax Contributions: You pay no current federal or State income taxes on the money you contribute—or any of its earnings—until you begin making withdrawals in retirement (when you may be in a lower tax bracket).</li><li>• After-Tax (Roth) Contributions: You make contributions on an after-tax basis, and you can take tax-free distributions if you have met the five-year holding period requirement and the distribution is due to:<ul style="list-style-type: none"><li>• Attainment of age 59½</li><li>• Disability (as defined by the Internal Revenue Code)</li><li>• Death</li></ul></li></ul> Your Roth 403(b) contributions do not reduce your current tax liability. You pay taxes upfront—at your current tax rate—and potentially save taxes on your investment gains when you retire.
<b>Catch-Up Contributions</b>	Age 50+ Catch-up: An additional \$6,500 for 2020*
<b>Fund Transfers</b>	Currently, there are no restrictions on transfers among investment options (subject to the Prudential Financial Excessive Trading Policy).
<b>Plan-To-Plan Transfers</b>	<ul style="list-style-type: none"><li>• The plan accepts transfers of assets from prior plan investment providers.</li><li>• Transferred assets can only be withdrawn upon a distributable event.</li></ul>
<b>Rollovers</b>	<ul style="list-style-type: none"><li>• The plan accepts rollovers from pre-tax 401, 403(b) and 457(b) plans; traditional IRAs; and Roth accounts under 401, 403(b) or 457(b) plans.</li><li>• The plan does not accept rollovers of after-tax dollars or rollovers from Roth IRAs. Rollover assets may be withdrawn without a distributable event, but they may be subject to a 10% premature distribution penalty, unless an Internal Revenue Code exception applies.</li></ul>
<b>Loans</b>	Available to all active employees with a 403(b) account with Prudential. Loans may impact your withdrawal value and limit participation in future growth potential. Loan repayments are made via ACH account deduction. Please note: loans are not permitted from any 403(b) plan account maintained with a prior State of Connecticut 403(b) plan investment provider.

\*If you are making both pre-tax and after-tax (Roth) contributions to the 403(b) plan, your total contributions cannot exceed \$19,500 (or \$26,000 if you have elected the Age 50+ Catch-up option) in 2020.

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**WORKSAVE** Play

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<b>Distributable Events</b>	<ul style="list-style-type: none"><li>• Attainment of age 59½</li><li>• Separation from service</li><li>• Retirement</li><li>• Disability as defined by the Internal Revenue Code</li><li>• Death</li><li>• Financial hardship</li></ul>
<b>10% Premature Distribution Penalty Tax On Distributions Prior To Age 59½</b>	The 10% premature distribution penalty tax applies to distributions taken prior to age 59½, unless an Internal Revenue Code exception applies.
<b>Required Minimum Distributions</b>	You are required to begin distributions by April 1 following the calendar year in which you reach age 70½ or retire, whichever occurs later.
<b>Financial Hardship</b>	<p>Qualifying reasons for a financial hardship withdrawal:</p> <ul style="list-style-type: none"><li>• Medical expenses for you, your spouse or dependents</li><li>• Purchase or repair of your principal residence</li><li>• Payment of tuition or related educational expenses</li><li>• Prevention of eviction or foreclosure on your principal residence</li><li>• Burial or funeral expenses for your deceased parents, spouse or dependents</li><li>• Repair of damage resulting from a casualty loss to your principal residence</li></ul> <p>There is a six-month suspension on making contributions following a financial hardship withdrawal. At the end of the six-month suspension, the previous deferral amount will be reinstated unless you make a change. <i>Hardship withdrawals are only permitted to be taken from your 403(b) account at Prudential.</i></p>
<b>Payment Options</b>	<p>Partial or lump-sum withdrawal</p> <ul style="list-style-type: none"><li>• Systematic withdrawal option—Specified period or specified amount</li><li>• Estate Conservation Option (IRS Required Minimum Distribution)</li><li>• Rollover to another eligible retirement plan or IRA</li><li>• Combination of payout and annuity options</li></ul>
<b>Annuity Options</b>	<p>Period Certain for 5–50 Years</p> <ul style="list-style-type: none"><li>• Period Certain for 5–50 Years with Withdrawal Rights</li><li>• Single Life</li><li>• Single Life with 5–50 Years Guaranteed</li><li>• Single Life with 5–50 Years Guaranteed with Withdrawal Rights</li><li>• Single Life with Cash Refund</li><li>• Joint and Full Survivor</li><li>• Joint and Full Survivor with 5–50 Years Guaranteed</li><li>• Joint and Full Survivor with 5–50 Years Guaranteed with Withdrawal Rights</li><li>• Joint and ⅔ or ½ Survivor (payment decreases on death of either)</li><li>• Joint and ½ Contingent (payment decreases on death of primary annuitant)</li></ul> <p>Required Minimum Distribution regulations may affect annuity issue ages.</p>

For information about your plan, call **844-505-SAVE** (844-505-7283) or visit [www.CTDCP.com](http://www.CTDCP.com).



Amounts withdrawn are subject to income taxes. Withdrawals before age 59½ may also be subject to a 10% federal income tax penalty and plan restrictions. Neither Prudential Financial nor any of its affiliates provide tax or legal advice—for which you should consult with your qualified professional.

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