

403(b) Pre-tax, 403(b) Roth, and 457(b)

Plan	403(b) Pre-tax	Roth 403(b) (Post tax)	457(b) Deferred Compensation
Eligibility	Administrative, Executive Service, Faculty, Staff, and Temporary (OPS) employees are all eligible to participate in the voluntary savings plans.		
Contributions & Investment Strategy	<ul style="list-style-type: none"> Contributions are allocated into the account of your choice, established in your name. Make deferral changes any time during the year. If enrolled in SUSORP, optional contribution with ORP provider(s) must be at 5.14% to start 403(b) plan contributions You decide how to allocate all contributions among the investment funds & providers. Contact your Investment Provider(s) to consolidate other retirement accounts into 403b and/or 457 accounts. 		
Employee Deferral Limits	Subject to IRS calendar year limits. Contributions to 403(b) and Roth 403(b) must be aggregated. These contributions do not count towards the 457 limit.		Subject to IRS calendar year limits. Contributions to 457 do not count towards the 403(b)/Roth 403(b) limit.
Catch-up Provision	Plan permits participants aged 50+ to make an additional pre-tax (or post-tax Roth) elective salary deferral. 50+ catch-up contributions can be made to both 403(b) and 457 plans in the same year. These contributions do not count towards the 457 limit.		Plan permits participants aged 50+ to make an additional pre-tax elective salary deferral. 50+ catch-up contributions can be made to both 403(b) and 457 plans in the same year. The 457(b) allows participants to double their retirement plan contributions if they are within three years of normal retirement age.
Enrollment	Initial enrollment, for both 403(b) and 457 plans, requires employees to contact a provider company to open an account. Once the account is established, you can start and update contributions as needed. Employees must ensure their account is updated prior to starting deductions. Failure to complete the retirement account provider(s) application(s) will result in your elected amount to NOT start deducting from your paycheck.		
Changing Contribution Amounts	Once your account is open and ready to receive payroll contributions, submit a Retirement Voluntary Contribution form via Panther Soft HR Employee Self Service (MyFIU portal) . Navigate to: <i>Human Resources Self Service > Employee Self Service > Employee Forms > Benefit Forms > Retirement Voluntary Contribution</i> .		To begin this process, please contact the Bureau of Deferred Compensation's office at (877) 299-8002. Please note that it may take several weeks to stop or change your 457 payroll deductions.
Taxes on Distributions	Taxable in Year funds are distributed.	Roth distributions are tax free if first contribution was made at least 5 years earlier and the owner is at least 59 ½, disabled or deceased.	Taxable in Year funds are distributed.
Loan Provision	Yes, except for SUSORP accounts. Requests for active employees are processed through My Retirement Manager ; a convenient, secure, web-based access point from which you can manage your FIU 403(b) plan loan and/or hardship distribution requests. Contact your plan provider for account specific questions. Retirement Manager Support Line: 1-866-294-7950.		Yes, contact your plan provider for further assistance and account specific questions/options.

New & Existing Account Participant

Plan type	Provider Company	Representative	Contact Information
403(b) Pretax	Fidelity	Customer Service	(800) 343-0860
403(b) Pretax & 403(b) Roth	TIAA	Julio Castillo Customer Service	Julio.Castillo@tiaa.org (561) 393-1301 (800) 842-2252
	Voya Financial (Enrollment through Gabor Financial Solutions)	Greg Sokolow Customer Service	Greg@Gaborfs.com (407) 890-0488 (800) 330-6115; Fax (850) 894-4268
Deferred Compensation 457(b) Pretax	Bureau of Deferred Compensation	Customer Service	DeferredCompensation@MyFloridaCFO.com (877) 299-8002
	Charles Schwab (Self-directed brokerage account. To enroll, contact one of the investment providers listed below)	Customer Service	(888) 393-7272
	Corbridge Financial (Formerly AIG/VALIC)	Customer Service	(800) 467-3726
	Nationwide	Customer Service	(800) 949-4457
	Voya Financial	Customer Service	(800) 282-6295

Existing Account Participant

Plan type	Provider Company	Representative	Contact Information
403(b) Pretax	Corbridge Financial (Formerly AIG/VALIC)	Jim Hopler Customer Service	Jim.Hopler@corebridgefinancial.com (305) 213-8895 (800) 448-2542
	Equitable (Formerly AXA)	Michael Goldberg Customer Service	Michael.Goldberg2@equitable.com (561) 997-7800 (866) 401- 3030
	Jefferson / Symetra (Managed through Gabor Financial Solutions)	Greg Sokolow Customer Service	Greg@Gaborfs.com (407) 890-0488 (800) 330-6115; Fax (850) 894-4268
	MetLife	Richard Akirmaian Customer Service	Rakirmaian@financialguide.com (954) 434-0351 (800) 560-5001
	T. Rowe Price	Customer Service	(800) 492-7670
	Vanguard	Customer Service	(800) 569-4903