

## WKU SUPPLEMENT RETIREMENT PLAN COMPARISON CHART

	<b>403(b)</b>	<b>ROTH 403(b)</b>	<b>401(k)</b>	<b>457(b)</b>
Eligibility	All full-time employees and part-time employees working at least 20 hours per week	All full-time employees and part-time employees working at least 20 hours per week	All full-time employees and part-time employees working at least 20 hours per week	All full-time employees and part-time employees working at least 20 hours per week
Loans	Permitted.	Permitted.	Permitted.	Permitted in plans sponsored by governmental institutions only.
Contribution Limits	<p>402(g) Limit: Participant elective deferrals limited to lesser of 100% of compensation or \$15,500 for 2008</p> <p>NOTE: This limit applies to elective deferrals made to all 403(b) and/or 401(k) plans in which an individual participates, whether or not sponsored by the employer.</p>	<p>Contributions count toward the annual dollar limit on elective contributions, which cannot exceed the IRC 402(g) limit of \$15,500 in 2008.</p> <p>NOTE: This limit applies to elective deferrals made to all 403(b) and/or 401(k) plans in which an individual participates, whether or not sponsored by the employer.</p>	<p>402(g) Limit: Participant elective deferrals limited to lesser of 100% of compensation or \$15,500 for 2008</p> <p>NOTE: This limit applies to elective deferrals made to all 403(b) and/or 401(k) plans in which an individual participates, whether or not sponsored by the employer.</p>	<p>Total contributions (both employer and employee) limited to the lesser of 100% includible compensation or \$15,500 for 2008.</p> <p>NOTE: This limit is separate from the limits applicable to a 403(b) plan and a 401(k) plan.</p>

	403(b)	ROTH 403(b)	401(k)	457(b)
Catch-Up Contribution Limits	<p>1. Participants who have 15 or more years of service with a qualified employer (which includes any educational organization) may contribute additional elective deferrals in an amount of \$3,000. This catch-up must be used before the age 50 catch-up applies.</p> <p>2. Participants age 50 or older, who have maxed out on their contributions under other limits, may contribute additional elective deferrals in an amount equal to the lesser of 100% of compensation or \$5,000 for 2008.</p> <p>NOTE: A participant employed by a governmental institution can take advantage of two age 50 catch-ups, one through a 403(b) or 401(k) plan, and one through a 457(b) plan.</p> <p>NOTE: The age 50 catch-up does not count against the \$46,000 total contribution limit under 415.</p>	<p>Contributions are included in all catch-up contribution limits (both age 50 catch-up and special catch-up, if applicable.)</p>	<p>Participants age 50 or older, who have maxed out on their contributions under other limits, may contribute additional elective deferrals in an amount equal to the lesser of 100% of compensation or \$5,000 for 2008.</p> <p>NOTE: A participant employed by a governmental institution can take advantage of two age 50 catch-ups, one through a 403(b) or 401(k) plan, and one through a 457(b) plan.</p> <p>NOTE: The age 50 catch-up does not count against the \$45,000 total contribution limit under 415.</p>	<p>1. For the three years prior to the year the participant attains "normal retirement age," the limit is the lesser of the regular limit for the year plus unused limits from prior years or twice the otherwise applicable regular limit for the year.</p> <p>2. For Governmental institutions, participants age 50 or older, who have maxed out on their contributions under other limits, may contribute additional elective deferrals in an amount equal to the lesser of 100% compensation or \$5,000 for 2008.</p> <p>NOTE: A participant employed by a governmental institution can take advantage of two age 50 catch-ups, one through a 403(b) or 401(k) plan, and one through a 457(b) plan.</p>
Distributable Events	<p>Elective deferrals and amounts invested in custodial accounts cannot be distributed prior to severance from employment, age 59 ½, disability, death or financial hardship (with respect to elective deferrals, not including earnings, only).</p>	<p>Distribution can be made at termination of employment, death, disability or retirement.</p> <p>Tax-free treatment is only provided to qualified distributions. A qualified distribution is one that is made after five years from the date the first Roth contribution was made and you reach age 59 ½, or become disabled or die.</p>	<p>Severance from employment, age 59 ½, disability, death or financial hardship (with respect to elective deferrals, not including earnings, only).</p>	<p>Severance from employment, age 70 ½, death, or unforeseeable emergency.</p>

	<b>403(b)</b>	<b>ROTH 403(b)</b>	<b>401(k)</b>	<b>457(b)</b>
Taxation	When distributed.	When contributed.  NOTE: Income taxes are payable on non-qualifying withdrawals from Roth account earnings. Federal restrictions and tax penalties may apply to withdrawals made prior to attainment of age 59 ½.	When distributed.	When distributed.
Early Distribution Tax	Amounts withdrawn prior to attainment of age 59 ½ are subject to additional 10% early withdrawal tax, subject to certain exceptions:  1) Death 2) Disability 3) Series of substantially equal periodic payments after separation from service 4) Deductible medical expenses 5) Tax levy 6) Separation from service after attainment of age 55 7) Distribution to alternate payee under QDRO 8) Qualified reservist distribution 9)	Roth 403(b) accounts are subject to minimum required distribution rules; However, rolling a Roth account into a Roth IRA prior to age 70 ½ might avoid this requirement.	Amounts withdrawn prior to attainment of age 59 ½ are subject to additional 10% early withdrawal tax, subject to certain exceptions:  1) Death 2) Disability 3) Series of substantially equal periodic payments after separation from service 4) Deductible medical expenses 5) Tax Levy 6) Separation from service after attainment of age 55 7) Distribution to alternate payee under QDRO 8) Qualified reservist distribution 9)	Early distribution tax does not apply.  NOTE: For governmental institutions, if the 457(b) plan contains rollover amounts from a 403(b) plan or a 401(k) plan, then those amounts are subject to the early distribution tax.

This document is meant to serve as a reference guide only. For official information on specific retirement plan rules and regulations, please refer to the applicable code of the Internal Revenue Service, your personal financial advisor or retirement plan vendor.