

RETIREMENT PLAN COMPARISON CHART

TRS and ORP are distinguished by their structure, contribution rates, and vesting periods. Vesting means you keep your retirement benefits even if you are no longer employed by USG.

Choose Carefully!

Your retirement plan choice is irrevocable during your University System of Georgia employment. This selection is permanent.

Plan Type	ORP Defined Contribution Plan	TRS Defined Benefit Plan
	ORP is a 401(a) Defined Contribution Plan. The employer and employee make contributions to the plan. Your account balance is based upon employee/employer contributions and accumulated earnings. You select your investment elections.	TRS is a Defined Benefit Plan. Your retirement benefit is calculated by using the percentage of salary formula. Simply stated, two percent is multiplied by your years of creditable service, including partial years (not to exceed 40 years). This product is then multiplied by your average monthly salary for your two highest consecutive years of membership service.
Plan Sponsor	The Board of Regents University System of Georgia	The Teachers Retirement System of Georgia
Contributions	USG: 9.24% Employee: 6.00% (Mandatory)	USG: 19.81% Employee: 6.00% (Mandatory)
Loans,	Loans not permitted	Loans not permitted
Hardships or Emergency Withdrawals	Hardships or Emergency withdrawals not permitted	Hardships or Emergency withdrawals not permitted
Vesting	Immediately 100% Vested (You retain immediate ownership interest in both the employee and employer contributions)	10 years (You retain ownership interest in both the employee and employer contributions after 10 years of service). Sick Leave Credit can be added to years of service upon retirement. (certain restrictions apply)
Investments	You have the option of selecting from a menu of investments provided by three separate vendors: AIG (https://usg.aigrs.com/), Fidelity Investments (https://nb.fidelity.com/public/nb/usg/home), and TIAA (https://www.tiaa.org/public/tcm/usg).	TRS administers the funds and investments.
Disability Benefits	Upon separation from service	YES

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Beneficiaries	You can select a primary and secondary beneficiary	YES
Distributions	You can elect to receive your benefits in installments, lump sum or as a monthly annuity. Withdrawals could occur due to termination of employment, death, and/or retirement.	TRS offers several monthly benefit options that offer different beneficiary allowances. Withdrawals could occur due to termination of employment, death, disability, and/or retirement.

You may attend a Benefits Total Rewards overview session, held every other Tuesday. Please visit <https://hr.gsu.edu/benefits-total-rewards> to register for the Total Rewards Orientation II session about Retirement offerings.

Refer to the HR Benefits Web site (<https://hr.gsu.edu/service-centers/benefits/new-hire-benefits>) for complete retirement plan details.

Questions? Contact Employee Benefits at (404) 413-3300 or email us at benefits@gsu.edu.