2026 PLAN COMPARISON

457(b) Plans *Governmental*		403(b) Plans
• $24,500 maximum contribution plus catch-up options • 457(b) limits no longer reduced by 403(b) contributions	**Contribution Limits & Coordination of Contribution Limits**	• $24,500 maximum contribution plus catch-up options [1] • 403(b) limits no longer reduced by 457(b) contributions
None (normal income tax only)	**Early Withdrawal Penalty Tax**	10% early withdrawal federal penalty tax may apply for distributions prior to age 59 1/2. Waived if age 55 and separated from service (normal income tax only).[2]
Employer responsible for administration	**Employer Control**	Employer responsible for administration
No discrimination rules apply - employer defines and limits eligibility	**Eligibility Rules**	Deferrals available to eligible employees as defined by the Plan Document. Universal Availability rules permit only limited exclusions to eligibility.
Age 50-59 or 64 or older on December 31, 2026: $8,000 annual limit (special catch-up option may also be utilized) -or- Age 60-63 on December 31, 2026:[3] $11,250 annual limit (special catch-up option may also be utilized)	**Age Based Catch-Up Option**	Age 50-59 or 64 or older on December 31, 2026: $8,000 annual limit (special catch-up option may also be utilized) -or- Age 60-63 on December 31, 2026:[3] $11,250 annual limit (special catch-up option may also be utilized)
Three years prior to normal retirement age allows the lesser of: • Two times current year's normal contribution limit; or • Underutilized limits from past years with the same employer.	**Special Catch-Up Option (If Permitted By Plan)**	Fifteen years of service option increases limit by the lesser of: • $3,000; • $15,000 less additional limit used in past years; or • Excess of $5,000 times years of service, less elective deferrals.
Available	**Transfer to Purchase Service Credits**	Available
Funds cannot be distributed until: • Age 59 1/2;[4] • Severance from employment; • Disability; • Death; or • Unforeseeable emergency.	**Distribution Restrictions**	Funds cannot be distributed until: • Age 59 1/2; • Severance from employment; • Disability; • Death; or • Financial hardship.
Funds may be rolled over to: • Another 457(b) Governmental Plan • 403(b) TSA • IRA (Traditional, SEP) • 401(a) Plan (Pension, Profit Sharing 401(k), STRS)	**Portability of Plan Funds After Qualifying Event (Plan Restrictions May Apply)**	Funds may be rolled over to: • Another 403(b) • 457(b) Governmental • IRA (Traditional, SEP) • 401(a) Plan (Pension, Profit Sharing 401(k), STRS)
Contribution and earnings may be distributed to the extent required for an unforeseeable emergency (sudden and unforeseen) beyond control of participant, such as: • Medical care • Casualty loss	**Financial Need Distribution (Hardship/Unforeseeable Emergency Withdrawals)**	Contributions (and earnings)[5] may be distributed to extent required for a financial hardship even if foreseeable and voluntary, such as: • Medical care; • Payment of tuition; or • Purchase of a home; or • Payments needed to prevent eviction from or foreclosure on home.
Permitted, with loans from all qualified plans limited to the lesser of: • $50,000; or • One half of vested benefits (or $10,000, if greater).	**Loans**	Permitted, with loans from all qualified plans limited to the lesser of: • $50,000; or • One half of vested benefits (or $10,000, if greater).
RMD rules apply at age: i. 73 for a person who attains age 72 after 12/31/2022 and age 73 before 1/1/2033 ii. 75 for a person who attains age 74 after 12/31/2032	**Required Minimum Distributions**	RMD rules apply at age: i. 73 for a person who attains age 72 after 12/31/2022 and age 73 before 1/1/2033 ii. 75 for a person who attains age 74 after 12/31/2032

Figures reflect 2026 contribution limits. [1]Reduced by elective deferrals to 401(k) plans, SEP plans or SIMPLE plans. [2]Unless attributable to rollover from another type of retirement plan. [3]Employer must allow this feature per adopted Plan Provisions per SECURE Act 2.0 of 2022. [4]For Plans that adopted Sec. 104 of the Bipartisan American Miners Act of 2019. Otherwise, Age 70½. [5] For Plans that adopted Sec. 602 of the SECURE 2.0 Act of 2022.

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