

# 403(b) vs 457(b) Plan Comparison



Feature	457(b)	403(b)
<b>Contribution maximum limits (can contribute to both plans)</b>	2021: \$19,500; \$26,000 age 50+	2021: \$19,500; \$26,000 age 50+
<b>Retirement Contributions Tax Credit</b>	Up to \$1,000 (\$2,000 if filing jointly)	Up to \$1,000 (\$2,000 if filing jointly)
<b>Early withdrawal penalty tax</b>	None	10%
<b>Investment options</b>	Managed allocations or self-directed mutual funds.	Fixed/Variable interest annuities or mutual funds/custodial accounts
<b>Investment committee</b>	Yes	No
<b>Distribution restrictions</b>	Funds can be requested upon: <ul style="list-style-type: none"> <li>• Age 59½</li> <li>• Separation from employer</li> <li>• Disability</li> <li>• Death</li> <li>• Unforeseeable emergency</li> </ul>	Funds can be requested upon: <ul style="list-style-type: none"> <li>• Age 59½</li> <li>• Age 55 and/or leaving employer</li> <li>• Disability</li> <li>• Death</li> <li>• Financial hardship</li> </ul>
<b>Financial Hardship/ Unforeseeable Emergency Distributions</b>	Must be an unforeseeable Emergency. Can include the following criteria is met: <ul style="list-style-type: none"> <li>» Medical expenses</li> <li>» Funeral expenses</li> <li>» Foreclosure/eviction</li> <li>» Certain hurricanes and natural disasters</li> </ul>	<ul style="list-style-type: none"> <li>• Medical care</li> <li>• Foreclosure/eviction</li> <li>• Tuition payment</li> <li>• Buying a home</li> <li>• Funeral costs</li> <li>• Home repair costs</li> <li>• Disaster relief</li> </ul>
<b>Loans</b>	Permitted; loans from all qualified plans limited to the lesser of 50,000 or 50% of vested account balance.	Permitted; loans from all qualified plans limited to the lesser of \$50,000 or 50% of vested account balance.
<b>Required minimum distributions</b>	RMD rules apply at age 72 or later, severance from service, or after death.	RMD rules apply at age 72 or later, severance from service, or after death

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