

## 403(b) & 457(b) Comparison

	<b>403(b)</b>	<b>457(b)</b>
	For employees of non profit organizations such as schools, hospitals etc.	<b>Governmental employees</b>
<b>IRS Limits</b>	\$22,500	\$22,500
<b>Catch Up Contribution (Age 50 and older)</b>	\$7,500	\$7,500
<b>Contribution Coordination</b>	There is no coordination between 403(b) and 457(b) plans. Employees can contribute the maximum to both	There is no coordination between 403(b) and 457(b) plans. Employees can contribute the maximum to both
<b>Taxes</b>	Amounts are taxed when distributed	Amounts are taxed when distributed
<b>Loans</b>	<b>Yes</b>	<b>No</b>
<b>Hardship Withdrawal</b>	<b>Yes</b>	<b>No</b>
<b>Unforeseeable Emergency</b>	<b>No</b>	<b>Yes</b>
<b>Triggering Events to Access Account</b>	Separation from employment or age 59½	Separation from employment
<b>Early Withdrawal Penalty</b>	<b>Yes</b>	<b>No</b>