

## 2026 401(k) & 457 Plan Comparison

Plan	457 Plan	401(k) Plan
Annual Contribution Limit (combined pre-tax & Roth)	100% of adjusted gross income <sup>1</sup> , not to exceed a maximum of \$24,500	99% of adjusted gross income <sup>1</sup> , not to exceed a maximum of \$24,500
Pre-tax Employer Match (Pre-tax and/or Roth contributions)	N/A	Yes 100% of employee's elective contributions, up to the first 4.0% of an employee's eligible wages <sup>2</sup>
Catch-up: Age 50+/Age 60-63	Additional Contributions: \$8,000/\$11,250	Additional contributions: \$8,000/\$11,250
457 Double Catch-up (Age 59 or older)	Additional \$24,500 catch-up contributions for 3 tax years prior to the year of full retirement age (unreduced PERS benefit) <sup>3</sup>	N/A
Vesting	Fully Vested	EMPLOYEE CONTRIBUTIONS: Fully Vested EMPLOYER CONTRIBUTIONS: Vested after 3 years of employment
Inservice Withdrawal Options (Pre-tax & Roth)	<ul style="list-style-type: none"> <li>Pre-tax: Age 59 ½ no penalty</li> <li>Unforeseeable Emergency</li> <li>Roth: 59 1/2 &amp; 5+ yrs Contributions &amp; earnings tax free)</li> <li>Withdrawal of rollover monies</li> <li>Domestic abuse victims, qualified federal declared disasters and birth/adoption</li> </ul>	<ul style="list-style-type: none"> <li>Hardship Withdrawal</li> <li>Pre-tax: Age 59 ½ no penalty</li> <li>Roth: 59 1/2 &amp; 5+ yrs Contributions &amp; earnings tax free)</li> <li>Withdrawal of rollover monies</li> <li>Domestic abuse victims, qualified federal declared disasters and birth/adoption</li> </ul>
Loan Provisions (Pre-tax only)	N/A	Loans up to \$50k or 50% of balance
Distribution Options upon Separation from Service	lump sum, systematic payments (i.e., monthly, quarterly, etc.)	
Withdrawal from <b>Pre-Tax</b> assets Upon Separation from Service	Any age - no early withdrawal tax	<ul style="list-style-type: none"> <li>Less than age 59 ½ - subject to 10% early withdrawal penalty, except if an employee separates from service during or after the year employee turns age 55</li> <li>After age 59 ½ - no early withdrawal penalty</li> </ul>
Withdrawal from <b>Roth</b> assets upon separation from service	Roth withdrawals taken on a pro-rated basis between (nontaxable) Roth contributions and Roth earnings. <b>Tax-free withdrawals</b> if: <ul style="list-style-type: none"> <li>You're age 59 ½ or older*(or disabled or deceased) <b>AND</b></li> <li>At least 5 years have passed since Jan 1 of the year of your 1<sup>st</sup> Roth Contribution</li> </ul> If criteria is <b>not</b> met, Roth <b>earnings</b> are taxable & you may incur a 10% early withdrawal penalty. <b>Exception:</b> No penalty if you separate from service during or after the year you turn age 55.	
Required Minimum Distributions (RMD's)	Roth – Not applicable Pre-tax - At least age 73 or separation from service, whichever is later	Roth – Not applicable Pre-tax - At least age 73 or separation from service, whichever is later
Eligible Prior Plan Rollovers	Pre-tax or Roth 457	Pre-tax or Roth 401(k), 401(a), 403(a), 403(b), Traditional IRA 408 (a) or (b)

<sup>1</sup> Adjusted gross income = Gross Earnings, minus pre-tax benefit deductions (medical, dental, vision, FSA, HSA) and PERS, not to exceed \$360,000

<sup>2</sup> Eligible wages – W2 wages, including OT and bonuses, not to exceed \$360,000. Refer to 401(k) plan document Section 2.10

<sup>3</sup> Subject to certain limitations