



403(b) vs 457(b) Plan Comparison

Feature	457(b)	403(b)
Contribution maximum limits (can contribute to both plans)	2026: \$24,500; \$32,500 age 50+, \$35,750 ages 60-63	2026: \$24,500; \$32,500 age 50+, \$35,750 ages 60-63
Retirement Contributions Tax Credit	Up to \$1,000 (\$2,000 if filing jointly)	Up to \$1,000 (\$2,000 if filing jointly)
Early withdrawal penalty tax	None	10% unless qualified exception
Investment options	Managed allocations or self-directed mutual funds.	Fixed/Variable interest annuities or mutual funds/custodial accounts
Employer Investment Oversight	Yes, managed by HUB Investment Partners + Investment Advisory Committee (made of Supts & CFOs).	No
Distribution restrictions	Funds can be requested upon: - o Age 59 1/2 - o Separation from employer - o Disability - o Death - o Unforeseeable emergency	Funds can be requested upon: - o Age 59 1/2 - o Age 55 and/or leaving employer - o Disability - o Death - o Financial hardship
Financial Hardship/Unforeseeable Emergency Distributions	Must be an unforeseeable Emergency. Can include the following criteria is met: - o Medical expenses - o Funeral expenses - o Foreclosure/eviction - o Certain hurricanes and natural disasters	Qualified for the following causes: - o Medical care - o Foreclosure/eviction - o Tuition payment - o Buying a home - o Funeral costs - o Home repair costs - o Disaster relief
Loans	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.
Required minimum distributions	RMD rules apply at age 73 or later, severance from service, or after death.	RMD rules apply at age 73 or later, severance from service, or after death

Have questions? We're here to help.

TeleWealth Virtual Assistance is available at www.ramsretirement.com/telewealth or by calling the HUB Investment Partners Advisor Hotline at 512-600-5204.

