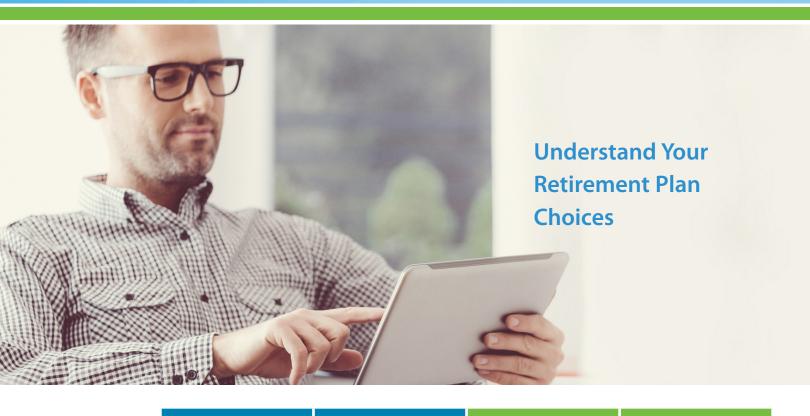
2021 Comparison

Traditional 403(b), Roth 403(b), 457(b) and Roth 457(b) Plans



	Traditional 403(b)	Roth 403(b)	457(b)	Roth 457(b)
Basic Contribution Limit	\$19,500	Same amount as traditional; employees can direct their entire annual contribution to their traditional 403(b), a Roth 403(b) or split their annual contribution between both accounts; the sum of all contributions cannot exceed the annual limit.	\$19,500; in addition to any 403(b) contributions.	\$19,500; employees can direct their entire annual contribution to their 457(b), a Roth 457(b) or split their annual contribution between both accounts; the sum of all contributions cannot exceed the annual limit.
Taxability	Contributions are made pre-tax; contributions and earnings are tax-deferred until withdrawn.	Contributions are made after-tax; earnings can be withdrawn tax-free as long as withdrawals are made after age 59½ and after the account has been in existence for at least five years.	Contributions are made pre-tax; contributions and earnings are tax-deferred until withdrawn.	Contributions are made after-tax; earnings can be withdrawn tax-free as long as withdrawals are made after age 59½ and after the account has been in existence for at least five years.
Age 50 Catch-up Contributions	\$6,500	Same as traditional, subject to combined limit discussed above.	\$6,500, in addition to any 403(b) contributions.	\$6,500
Distribution Restrictions	Distributions are available due to death, disability, separation from service. In-service distributions may be available at attainment of age 59½ or hardship.	Same as traditional 403(b).	Distributions are available due to death, disability, separation from service. In-service distributions may be available at attainment of age 59½ or hardship.	Same as 457(b). —continued

2021 Comparison

Traditional 403(b), Roth 403(b), 457(b) and Roth 457(b) Plans

(continued)

	Traditional 403(b)	Roth 403(b)	457(b)	Roth 457(b)
Early Withdrawal Penalties	Distributions prior to age 59½ are subject to a 10% penalty, unless the distribution was the result of death, disability or the participant separated from service in a calendar year that he/she attained the age of 55 or older.	The earnings portion of the account is subject to the same rules as a traditional 403(b).	None The lack of a 10% premature distribution penalty is a major advantage of a 457(b) plan. The ability to receive in- service distributions is more restrictive than a 403(b).	The earnings portion of the account is subject to the same rules as a traditional 457(b).
Additional Contributions Based on Years of Service	402(g)(7) catch-up (employee must have 15 years of service): limited to lesser of \$3,000, \$15,000 less previously excluded special catch-up OR \$5,000 multiplied by years of service minus previously excluded deferrals.	Same as traditional, subject to combined limit discussed above.	Special 457(b) catch-up: three years prior to the year of normal retirement age; limited to lesser of twice the basic annual limit (i.e., \$39,000) OR basic annual limit plus underutilized basic annual limit in prior years.	Same as traditional, subject to combined limit discussed above.
Employer Contributions	Up to \$58,000, taking into account the sum of employer and employee elective deferrals; employer contributions may be made for up to five years after a participant separates from service.	Not permitted.	Permitted up to the annual \$19,500 limit; note that employer 457(b) contributions are subject to FICA withholding; post- employment contributions are not generally permitted.	Not permitted.
Plan Document	A plan document is required.	Same as traditional 403(b).	A plan document is required; if you do not have an existing plan document, Lincoln Investment will recommend a third party administrator who can provide one.	Same as 457(b).

This plan comparison is intended for use as a general guideline and should not be construed as rendering legal or tax advice or a substitute for consulting legal counsel. Guidelines are based on 2021 IRS Contribution Limits.





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