

COMPARING RETIREMENT PLANS

COMPARISON OF CONTRIBUTION LIMITS

Choose the right option for you.

	Traditional 403(b)	Roth 403(b)	457(b)	Roth 457(b)
Basic Employee Contribution Limit	\$18,500	\$18,500 Employees can make contributions to their Traditional 403(b), or to a Roth 403(b), or choose to split their contributions between both accounts. The total of both types of contributions cannot exceed the annual limit of \$18,500.	\$18,500 Includes employer contributions.	\$18,500 Employees can make contributions to their Traditional 457, or to a Roth 457, or choose to split their contributions between both accounts. The total of both types of contributions cannot exceed the annual limit of \$18,500.
Age 50 Catch-up Contributions	\$6,000	Same as Traditional, subject to combined limit discussed above.	\$6,000 In addition to any 403(b) contributions.	Same as Traditional 457, subject to combined limit discussed above.
Employer Contributions	Up to \$55,000 aggregate, taking into account the sum of employer and employee contributions.	Not permitted	Permitted up to the annual \$18,500 limit. Note that employer 457(b) contributions are subject to FICA withholding, and offset any employee contributions.	Not permitted.
Taxability	Contributions are tax-deferred (pre-tax). Earnings are tax-deferred until withdrawn.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 Earnings can be withdrawn tax-free as long as withdrawals are made after age 59½ and after the account has been in existence for at least 5 years, death or disability.	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 Contributions and earnings are tax-deferred until withdrawn.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 Earnings can be withdrawn tax-free as long as withdrawals are made after age 59½ and after the account has been in existence for at least 5 years, or due to death or disability.

This Comparison is intended for use as a general guideline and should not be considered as legal or tax advice. All contribution units are as of 2018.

Security Benefit Comparing Retirement Plans 403(b) and 457(b)

	Traditional 403(b)	Roth 403(b)	457(b)	Roth 457(b)
Taking Distribution	Distributions can be taken if a distributable event occurs: <ul style="list-style-type: none"> › due to death › disability › severance from service › attainment of age 59½ or hardship; must be allowed by the plan. 	Same as Traditional 403(b)	Distributions can be taken if a distributable event occurs: <ul style="list-style-type: none"> › due to death › disability › severance from service › occurrence of an unforeseeable emergency; must be allowed by the plan. 	Distributions can be taken if a distributable event occurs: <ul style="list-style-type: none"> › due to death › disability › severance from service › occurrence of an unforeseeable emergency; must be allowed by the plan
Early Withdrawal Penalties	Distributions prior to age 59½ are subject to a 10% penalty, unless the distribution was the result of: <ul style="list-style-type: none"> › death › disability › or the participant's severance from service in a calendar year, that he or she attained the age of 55 or older. 	Earnings within the account are subject to the same rules as a Traditional 403(b).	None. There is not a 10% premature distribution penalty, which can be a major advantage of a 457(b) plan. The ability to receive in-service distributions is more restrictive than a 403(b).	None. There is not a 10% premature distribution penalty, which can be a major advantage of a 457(b) plan. The ability to receive in-service distributions is more restrictive than a 403(b).
Loans	Loans may be available subject to Plan Document and IRS limitations.	Loans may be available subject to Plan Document and IRS limitations.	Loans may be available subject to Plan Document and IRS limitations.	Loans may be available subject to Plan Document and IRS limitations.
Plan Document (employers)	A plan document is required.	Same as Traditional 403(b)	A plan document is required. Contact Security Benefit for more information.	A plan document is required. Contact Security Benefit for more information.

For additional information call: 800.747.5164



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