

## How do the plans differ?

457(b)	403(b)
<ul style="list-style-type: none"> <li>• More stringent withdrawal restrictions while you are employed, but no 10% early withdrawal federal tax penalty after separation from service, except on amounts rolled over from non-457(b) plans.</li> </ul>	<ul style="list-style-type: none"> <li>• Less stringent withdrawal restrictions while you are employed, but a 10% early withdrawal federal tax penalty might apply.</li> </ul>
<ul style="list-style-type: none"> <li>• Generally withdrawals made prior to separation from service or the year in which you reach age 70½ can only be made for an unforeseeable emergency.</li> </ul>	<ul style="list-style-type: none"> <li>• Generally withdrawals made prior to separation from service or the year you attain age 59½ can only be made due to financial hardship.</li> </ul>
<ul style="list-style-type: none"> <li>• An unforeseeable emergency is more restrictive – while you are employed – than a 403(b) hardship. <ul style="list-style-type: none"> <li>➤ A sudden and unexpected illness or accident for you or a dependent</li> <li>➤ Loss of your property due to casualty</li> <li>➤ Other similar extraordinary circumstances arising as a result of events beyond your control. However, sending a child to college or purchasing a home is not considered an unforeseeable emergency.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• A financial hardship withdrawal is considered less restrictive – while you are employed – than a 457(b) unforeseeable emergency. Examples of financial hardship include: <ul style="list-style-type: none"> <li>➤ Unreimbursed medical expenses</li> <li>➤ Payments to purchase a principal residence</li> <li>➤ Higher education expenses or</li> <li>➤ Payments to prevent eviction or foreclosure of a mortgage.</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• The 10% federal tax penalty, generally applicable to distributions prior to age 59½ from a 403(b) plan, does not apply to distributions from 457(b) plans.</li> </ul>	<ul style="list-style-type: none"> <li>• Withdrawals can be subject to a 10% federal tax penalty prior to age 59½.</li> </ul>