COMPANY PLAN COMPARISON CHART

Features / Options	401(k)	403(b)	457(b)
Kind of Employer	Taxable	Tax-exempt; public schools; churches	State and local government
Covered by ERISA	Yes (unless solo)	Maybe for tax-exempts; no for public schools or churches	No
Bankruptcy Creditor Protection	Full	Full	Full
Non-Bankruptcy Creditor Protection	Full (if solo, depends on state law)	Full if covered by ERISA; depends on state law if not	Depends on state law
Roth Option	Yes	Yes	Yes
After-Tax Contributions	Yes	Yes	No
Catch-Up Contributions	Yes	Yes	Yes
Hardship Withdrawals	Yes	Yes	Yes
Plan Loans	Yes	Yes	Yes
In-Service Distributions	Yes	Yes	Yes
RMDs Required	Yes	Yes	Yes
Still-Working Exception	Yes	Yes	Yes
RMD Aggregation	No	Yes (with other 403(b) accounts)	No
10% Penalty	Yes	Yes	No (except for certain rollovers)
Rollovers to IRA/Other Plans	Yes	Yes	Yes
Rollovers from IRA/Other Plans	Yes	Yes	Yes (separate accounts may be required)
Special Rules	Nondiscrimination testing may limit deferrals by high-paid employees	Catch-up for 15+ years of service	Catch-up for last 3 years before normal retirement age
RMD Grandfather Provisions	None	RMDs for pre-1987 accounts can be delayed until age 75	None

This chart is a simplified comparison and does not reflect all applicable rules.
Note that this chart provides information only about governmental 457(b) plans; it does not provide information about 457(b) "top-hat plans" sponsored by tax-exempt private employers.

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