



| Plan Provision | | 457 Plan | 401a Plan | 403b Plan |
|--------------------------------------------|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employee contributions | | Minimum to participate - \$25/month 2019 maximum limits: <ul style="list-style-type: none"> Regular limit = \$19,000 Age 50+ limit = \$25,000 3 Year Catch-Up limit = \$38,000 (3-Year Catch-Up benefit is available to qualified participants 4 years or less from normal retirement) | NA | Minimum to participate - none unless specified by the employer 2019 maximum limits: <ul style="list-style-type: none"> Regular limit = \$19,000 Age 50+ limit = \$25,000 Special Catch-Up limit = \$3,000 (available to qualified participants employed 15+ years with current employer; \$3,000/yr up to 5 yrs) |
| Employer contributions | | NA | 2019 maximum limit = \$56,000 | <ul style="list-style-type: none"> 2019 maximum limit = \$56,000 - including employee contributions 2019 maximum limit = \$62,000 – if participant uses the Age 50+ limit |
| Rollovers into RIC | | Receives eligible assets from pretax and Roth 457 plans as well as Roth 401k and 403b plans | Receives eligible assets from pretax 403b, 401k, 403a, 401a, 457 plans and traditional, rollover, or SEP IRAs | Receives eligible assets from pretax 403b, 401k, 403a, 401a, 457 plans, Roth 401k and 403b plans, and traditional, rollover, or SEP IRAs |
| Investment providers | | Employers select one or more of the RIC active providers for their plan | | All RIC active providers available |
| Distributable events while employed | Hardship | Access to employee contributions and earnings for approved financial hardship due to extraordinary circumstances (must meet strict federal guidelines); not available for home purchase or education costs | NA | Access to employee contributions (no earnings or employer contributions) for approved financial hardship due to extraordinary circumstances (must meet strict federal guidelines); may be available for home purchase or education costs |
| | Loans | NA | | Employer determines availability |
| | Cash Out | If total assets = \$5,000 or less and no deferrals have been made in the previous 24 months | NA | NA |
| | Age | Attainment of age 70 ½ | | Attainment of age 59 ½ |
| | Disability | NA | | Yes |
| Early withdrawal penalty | | None | Possible IRS 10% early withdrawal penalty prior to age 59 ½ | |

For information specific to each participating employer 457 plan, go to https://das.iowa.gov/RIC/PSE/plan_details. For information specific to each participating employer 403b plan, go to https://das.iowa.gov/RIC/403b/plan_details.