Plan Comparison Chart

New York State
Deferred Compensation Plan
A 457(b) Plan for Your Future

Questions	457(b) Deferred Compensation Plan	403(b) Tax-Deferred Annuity Plan
Who is eligible to participate?	All state, local and public education employees.	Educational employees.
Are payroll deductions pre-tax?	Yes, for federal and New York state income taxes, but not for FICA. Roth (after-tax) contributions are also available.	Yes, for federal and New York state income taxes, but not for FICA. Roth (after tax) contributions are also available.
What is the maximum I may contribute?	$23,000	$23,000
May I catch up in a later year?	Participants age 50 or older may make a $7,500 additional deferral. A Special 457 catch-up provision is available within 4 years of retirement. These two provisions may not be used in the same year.	Age 50 or older may make a $7,500 additional deferral. A special increased limit may apply under certain circumstances.
How often may I change my contribution amount?	Changes must be requested in the calendar month prior to the change.	Contact your plan provider.
May I roll over money from other retirement accounts?	Yes — from a 457(b), 401(a), 401(k), 403(b) or traditional IRA.	Yes — from a 457(b), 401(a), 401(k), 403(b) or traditional IRA.
May I roll over my retirement account into another type of retirement account, such as an IRA?	Yes — into a 457(b), 403(b), 401(a), 401(k) or IRA, upon leaving employment. Assets rolled over from a qualified plan or individual retirement account may be subject to a 10% tax penalty if withdrawn prior to age 59½.	Yes — into a 457(b), 403(b), 401(a), 401(k) or IRA, upon leaving employment. 403(b) plans may be transferred in service. Assets rolled over from a qualified plan or individual retirement account may be subject to a 10% tax penalty if withdrawn prior to age 59½.
May I withdraw money from my account while employed?	Yes, if you qualify for an unforeseeable emergency or if you continue to work past age 59½, and in other limited circumstances.	Yes, if you qualify for a hardship withdrawal or if you continue to work past age 59½ and the plan document allows this provision.
When may I begin benefit payments from my account without a penalty?	When you leave employment, regardless of age.	If you leave employment at age 55 or older, or upon reaching age 59½.
May I change my benefit payment option, amount or frequency once I start my payout?	Yes. You have complete flexibility when choosing and changing your withdrawal options.	Contact your plan provider.
Must I elect my payout date when I leave employment?	No. Not only are your withdrawal options flexible, so is your payout date.	No. Not only are your withdrawal options flexible, so is your payout date.
Is there a loan provision and a hardship provision?	Yes, for active employees.	Contact your plan provider.
Are there coordination limits between 457(b) and 403(b) plans?	No. You can contribute the maximum to each plan.	No. You can contribute the maximum to each plan.
Do I have front-end or back-end sales charges upon withdrawal?	No. The NYSDCP does not assess any front-end or back-end sales charges.	Contact your plan provider.
Do I have a brokerage window option?	PCRA offered by Charles Schwab & Co. Inc.	Unlikely. Contact your plan provider.

Visit nysdcp.com or call the HELPLINE at 1-800-422-8463 to learn more about the New York State Deferred Compensation Plan. TTY/TDD services are available toll-free, 24 hours a day, at 1-800-514-2447.

Federal income tax laws are complex and subject to change. The information in this brochure is based on current interpretations of the law and is not guaranteed. Neither the New York State Deferred Compensation Board nor the Plan's Administrative Service Agency gives legal or tax advice. You should consult your attorney or tax advisor for answers to your specific tax questions.

Account Executives are registered representatives of Nationwide Investment Services Corporation, member FINRA, Columbus, Ohio.

NRM-3341INY-NY.23 (11/23)

Plan Highlights

New York State
Deferred Compensation Plan
A 457(b) Plan for Your Future

The following are highlights of the New York State Deferred Compensation Plan.

Tax-deferred benefits

- Federal and New York state income taxes are deferred on contributions to the Plan.
- Contributions and any investment earnings accumulate on a tax-deferred basis until withdrawn and then are taxed as ordinary income.
- Roth (after-tax) contributions are also available.

Contribution levels

- The minimum contribution is 1% of compensation (but not less than $10 per pay period).
- The maximum regular contribution is $23,000.
- Contributions must be payroll deducted.
- Additional contributions are available if you are 50 or over or under a Special 457(b) retirement catch-up provision.

Personal assistance

Personal assistance is available through a local Account Executive or the HELPLINE from 8 a.m. to 11 p.m., Monday through Friday, and from 9 a.m. to 6 p.m. on Saturdays (ET) at 1-800-422-8463.

Investment options

- Stable Income Fund, retirement date trusts and an array of other investment options covering each major asset class
- Retirement date trusts are designed to provide diversification and asset allocation across several types of investments and asset classes, primarily by investing in underlying trusts; therefore, an investor is indirectly paying a proportionate share of the applicable fees and expenses of the underlying trusts.

  These options use a strategy that reallocates equity exposure to a higher percentage of fixed investments over time. Like other funds, target date trusts are subject to market risk and loss. Loss of principal can occur at any time, including before, at or after the target date. There is no guarantee that retirement date trusts will provide enough income for retirement.
- A self-directed investment account option that allows you to choose from exchange-traded funds (ETFs) and approximately 3,200 mutual funds, for an additional fee. The Schwab Personal Choice Retirement Account® (PCRA) is offered through Charles Schwab & Co. Inc., member SIPC.

Investors should carefully consider information contained in the prospectus and fact sheets, including investment objectives, risks, charges and expenses. The underlying fund prospectus and fact sheets contain this and other important information. Please read them carefully before investing.

For prospectuses of funds or fact sheets within your NYSDCP core account, please call the HELPLINE at 1-800-422-8463 or visit our website at www.nysdcp.com.

You can request a prospectus by calling Schwab's dedicated PCRA Call Center at 1-888-393-PCRA (7272).

Plan fees

Administrative services are supported by an annual per-participant fee and an asset-based fee. The annual per-participant fee is $20, levied in two installments of $10 in April and October. The annualized asset-based fee is currently 3.50 basis points (or $0.35 for each $1,000 in a Participant's account), levied in two installments of 1.75 basis points in April and October. The asset-based fee is determined semiannually based on estimated expenses and is levied on accounts with assets exceeding $20,000 and is capped at account assets of $200,000. Fees are subject to change.

Plan services

You have access to your account anytime, anywhere via the Plan website and the Voice Response System. On either system, you may:

- Check your account balance
- Change the investment of your future deferrals
- Exchange between the Plan's investment options
- Change your deferral rate
- Explore online education resources
- Develop a customized retirement investment strategy
- Determine a repayment schedule on a loan from your Plan account

Distributions

- When you terminate service from your state or local government employer or if you are absent due to qualifying military service
- When you reach age 59½, even if still employed
- May be made in the form of:
  - A full withdrawal
  - Partial withdrawals (one time or periodic)
- Periodic payments may be received as a fixed-dollar amount or over a fixed time period and are paid monthly, quarterly, semiannually or annually
- You may change your payment option at any time
- When withdrawing pretax dollars, each payment will be taxed as ordinary wage income in the year you receive it
- In-service distributions of assets rolled into the Plan are permitted according to the regulations of the original plan