

Compare your 457(b) and 403(b) retirement plans



Features	457(b) Plan		403(b) Plan	
Plan types	Traditional 457(b) Pretax payroll deductions	Roth 457(b)¹ After-tax payroll deductions	Traditional 403(b) Pretax payroll deductions	Roth 403(b)¹ After-tax payroll deductions
Annual standard contribution limit per participant ²	The lesser of 100% of your compensation or \$24,500² (combined traditional pretax and Roth contributions)		\$24,500² (combined traditional pretax and Roth contributions)	
	You can contribute \$24,500 to a 457(b) plan plus an additional \$24,500 to a 403(b) plan annually.			
Annual catch-up contributions ¹	• Age 50+: Additional \$8,000 • Age 60 – 63: Additional \$11,250 • Within the 3 years before normal retirement age: Limited to the lesser of an additional \$24,500 or unused contribution limits from previous years³		• Age 50+: Additional \$8,000 • Age 60 – 63: Additional \$11,250 • 15+ years of service catch-up at the same employer: Additional \$3,000 if you have not maxed out your contributions in previous years up to a \$15,000 lifetime limit⁴	
	Starting in 2026, if your prior-year wages exceed \$150,000 in FICA (Social Security) wages, your age-based catch-up contributions must be Roth contributions.			
Earnings	Assets grow tax deferred, meaning you don't pay taxes until you take a withdrawal.	Assets grow tax free, meaning you don't pay taxes on earnings if withdrawals are qualified. ⁴	Assets grow tax deferred, meaning you don't pay taxes until you take a withdrawal.	Assets grow tax free, meaning you don't pay taxes on earnings if withdrawals are qualified. ⁴
Rollovers/transfers	• Rollovers: Permitted to an eligible retirement plan • Transfers: Permitted from one governmental 457(b) plan to another governmental 457(b) sponsored by the same employer		• Rollovers: Permitted to an eligible retirement plan • Transfers: Permitted from one 403(b) to another 403(b)	
Withdrawals, loans and distributions	• Withdrawals: Permitted after severance from employment • Loans and unforeseeable emergencies or small inactive accounts may not be permitted¹ • Contact your plan for more details		• Withdrawals: Permitted after a distributable event occurs (such as retirement, death, disability, or severance from employment) • Plan may permit loans and hardship withdrawals¹ • Review your plan's Summary Plan Description for details	
Required minimum distributions (RMDs)	Must start by April 1 of the year after you retire or turn 73, whichever is later.	Not required	Must start by April 1 of the year after you retire or turn 73, whichever is later.	Not required
Taxes on withdrawals	Distributions of pretax contributions and earnings are subject to ordinary income taxes.	For qualified withdrawals, after-tax contributions and earnings may not be subject to federal or state income tax. ⁵	Distributions of pretax contributions and earnings are subject to ordinary income taxes. If you are under age 59½, an additional 10% early withdrawal tax may apply.	For qualified withdrawals, after-tax contributions and earnings may not be subject to federal or state income tax. ⁵



To learn more or discuss your options, call a Nationwide® Retirement Specialist at 1-833-268-7080.



¹ Availability of Roth, catch-up contributions, loans, hardships, unforeseeable emergencies or inactive accounts varies per Plan.

² "2026 Amounts Relating to Retirement Plans and IRAs, as Adjusted for Changes in Cost-of-Living," Internal Revenue Service, irs.gov/pub/irs-drop/n-25-67.pdf (Nov. 21, 2025). If you have multiple retirement plans, there may be a limit to the amount you can contribute among them. Employer contributions reduce the maximum contribution limits.

³ You can utilize only one of these catch-up provisions in a given year.

⁴ You can use the "age 50+ catch-up" and the "15 years of service catch-up" together, but the "special ages 60-63 catch-up" is an alternative to the "age 50+ catch-up" and cannot be combined with it in the same year.

⁵ A Roth distribution is qualified if (1) the first Roth contribution has been in the account for 5 years (the 5-year period begins January 1 of the year a member first makes a Roth contribution into the account); and (2) a member is 59½ or has died or has become disabled under IRC Section 72(m)(7). Distributions made prior to these requirements being met are nonqualified distributions, and earnings could be taxable.

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PNM-22843AO-CK.3 (02/26)