

KENTUCKY DEFERRED COMPENSATION PLAN COMPARISON CHART

	457(b) PRE-TAX CONTRIBUTIONS	TRADITIONAL 401(k) PRE-TAX CONTRIBUTIONS	ROTH 401(k) AFTER-TAX CONTRIBUTIONS	DEEMED ROTH IRA AFTER-TAX CONTRIBUTIONS	DEEMED TRADITIONAL IRA AFTER-TAX CONTRIBUTIONS
Eligibility	Any employee of the Commonwealth of Kentucky as well as all public schools and universities. Other public employers are eligible under state statute and may elect to participate by submitting a Joinder Agreement to the Authority.	Any employee of the Commonwealth of Kentucky as well as all public schools and universities. Other public employers are eligible under state statute and may elect to participate by submitting a Joinder Agreement to the Authority.	Must be eligible to participate in the Authority 401(k) Plan.	Eligible and Active employees up to age 72 that are part of a Participating Employer in the Authority's Program. – or – Terminated and retired employees who have not attained age 72 in the taxable year and desire to establish a Deemed Roth IRA account must have a minimum \$5,000 aggregate KDC account balance.	Eligible and Active employees up to age 72 that are part of a Participating Employer in the Authority's Program. – or – Terminated and retired employees who have not attained age 72 in the taxable year and desire to establish a Deemed Traditional IRA account must have a minimum \$5,000 aggregate KDC account balance. May participate only through direct rollover/transfer. Annual contributions cannot be made.
Contribution Minimums	\$30 per month minimum: \$7.50 per pay (weekly pay) \$15.00 per pay (biweekly pay) \$15.00 per pay (Semimonthly pay)	\$30 per month minimum: \$7.50 per pay (weekly pay) \$15.00 per pay (biweekly pay) \$15.00 per pay (Semimonthly pay) This minimum applies to the combined total of your 401(k) pre-tax and after-tax contributions.	\$30 per month minimum: \$7.50 per pay (weekly pay) \$15.00 per pay (biweekly pay) \$15.00 per pay (Semimonthly pay) This minimum applies to the combined total of your 401(k) pre-tax and after-tax contributions.	\$30 per month payroll contribution or \$100 per month direct contribution	\$30 per month payroll contribution or \$100 per month direct contribution
Maximum Annual Contribution	\$19,500 per year	\$19,500 per year for all 401(k) and 403(b) plans. 401(k), Roth 401(k) and 403(b) combined contributions may total no more than \$19,500	\$19,500 per year for all 401(k) and 403(b) plans. 401(k), Roth 401(k) and 403(b) combined contributions may total no more than \$19,500	After-tax, aggregate contribution of \$6,500 earned income per year. Maximum annual contributions coordinate with the Deemed Traditional IRA, as well as all other Traditional IRAs you may have established.	After-tax, aggregate contribution of \$6,500 earned income per year. Maximum annual contributions coordinate with the Deemed Roth IRA, as well as other Traditional IRAs you may have established.
Contribution Method	Payroll deduction	Payroll deduction	Payroll deduction	Payroll deduction or direct pay via personal check, money order or certified check. Employers are not required to withhold.	Payroll deduction or direct pay via personal check, money order or certified check. Employers are not required to withhold.
Rollovers/Transfers In (direct only)*	Yes, transfer from another 457(b) only	Yes, transfers from another qualified plan	Yes, but only a direct rollover from another Roth 401(k)	Can accept a direct rollover from another Roth IRA or Roth 401(k) account, but not from a Traditional IRA account unless in the form of a conversion. Can accept rollover from a qualified plan (but is subject to income tax).	Can accept a direct rollover from another Traditional IRA account or another qualified retirement plan [e.g., 401(k)], but not a Roth IRA.
Catch-up Contribution	Age 50 catch-up: \$6,500 per year for Age 50 catch-up.* Special catch-up: Up to twice the annual maximum (\$37,000 per year) for three-year special catch-up.* Cannot use both catch-up provisions in same year. * Limits are increased in \$500 annual increments for the Age 50 catch-up (\$1,000 annual increments for the special catch-up) based on IRS cost of living adjustments.	Age 50 catch-up: \$6,500 per year and indexed in \$500 annual increments based on IRS cost of living adjustments thereafter; coordinates with all of your 401(k), Roth 401(k) and 403(b) contributions made during the calendar year	Age 50 catch-up: \$6,500 per year for total to all 401(k) and 403(b) plans	Age 50 catch-up: \$1,000 in aggregate from all IRAs (both Traditional and Roth)	Age 50 catch-up: \$1,000 in aggregate from all IRAs (both Traditional and Roth)
Deductibility of Contributions	No	No	No	No	Yes, but limited due to participation in an employer-sponsored retirement plan and AGI limits. Does not apply to nondeductible contributions.
Earnings	Grow tax-deferred while in account	Grow tax-deferred while in account	Grow tax-free while in account and there is no tax on qualified distributions	Grow tax-free while in account and there is no tax on qualified distributions	Grow tax-deferred while in account
Distributions	Available upon severance from employment, regardless of age.	Available upon severance from employment, retirement or in the year age 59½ is attained.	Subject to same rule as the 401(k) Plan. A distribution will be considered qualified and not subject to taxation if it meets the following conditions: The distribution is made on account of the participant's death, disability or attainment of age 59½ and The distribution is made five or more years after January 1 of the first year that the participant made a Roth contribution into the plan.	Available at any time (See Taxes on Distributions)	Available at any time (See Taxes on Distributions)
Taxes on Distributions	Withdrawals taxed as ordinary income. Not subject to an additional 10% early withdrawal tax.	Withdrawals are taxed as ordinary income. If withdrawn before age 59½, an additional 10% early withdrawal tax will apply unless an IRS exemption is met.	Qualified distributions are not subject to federal income tax. A distribution will be considered qualified and not subject to taxation if it meets the following conditions: The distribution is made on account of the participant's death, disability or attainment of age 59½ and The distribution is made five or more years after January 1 of the first year that the participant made a Roth contribution into the plan.	Contributions and earnings can be withdrawn at any time. A distribution will be considered qualified and not subject to taxation if it meets the following conditions: The distribution is made on account of the participant's death, disability, or attainment of age 59½ and The distribution is made five or more years after January 1 of the first year that the participant made a Roth contribution into the plan.	Withdrawals may be subject to regular income tax. Withdrawals taken before age 59½ may be subject to a 10% early withdrawal excise tax. Other exceptions may also apply.
Required Minimum Distributions (RMD)	Required at age 72	Required at age 72	Required at age 72. However, a Roth 401(k) account may currently be rolled into a Roth IRA, which has no RMD requirement during the participant's lifetime.	Participants are not subject to RMDs during their lifetime. Beneficiaries are subject to RMDs.	Required upon reaching age 72
Loans	Allowed	Allowed	Not allowed	Not allowed	Not allowed
Unforeseeable Emergency/Hardship Withdrawals	Allowed (unforeseeable emergency standard)	Allowed (hardship standard)	Not allowed	Not allowed	Not allowed

*You should consider all factors before making a decision to move any retirement assets. Moving retirement assets from one plan to another may have unintended surrender, fee, or tax consequences. Contact your tax or legal advisor regarding your specific situation. Neither KDC or any Nationwide representatives provide tax or legal advice.

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