

	<b>401(k)</b>	<b>403(b)</b>	<b>Governmental 457(b)</b>
<b>Eligible Employers</b>	Few Restrictions. Employers cannot offer a SIMPLE IRA and a 401k simultaneously. Grandfathered government plans only.	501(c)(3) Organizations, Public Schools, Ministers, Dual Status Governmental 501(c)(3) Organizations	State, Political Subdivision, Agency, or Instrumentality of a State
<b>Title 1 of ERISA</b>	Yes, but not if it's a governmental employer or a church	Yes, but not if it's a salary-reduction-only NON-ERISA plan, a governmental employer or a church	No
<b>Trust Requirement</b>	Yes	No Annuity or Custodial Accounts	Yes
<b>2022 402(g) Elective Deferral Limit</b>	\$20,500 One limit per year per person		\$20,500 Separate Limit
<b>2022 Special Catch-up Limit</b>	No	\$3,000/yr, up to \$15,000 or until average lifetime contributions = \$5,000 per year of service. 15 years of service minimum	No
<b>2022 Age 50 Catch-Up</b>	\$6,500	\$6,500	\$6,500
<b>403(b) Post-Severance Contributions</b>	No	Employer contributions for 5 years after employment ends based on includible compensation in the last year of service up to IRC Section 415 limit	No
<b>457(b) Special Catch-Up</b>	No	No	Three years before Normal Retirement Age, the maximum special catch-up amount is the LESSER of:  1. Twice the current year's maximum,

			or \$35,000 for 2013 or 2. The underutilized maximum amounts for prior years
<b>Universal Availability</b>	No	Yes	No
<b>ADP Testing</b>	Yes, but not for grandfathered governmental employers	No	No
<b>ACP Testing</b>	Yes, but not for grandfathered governmental employers	Yes, but not for grandfathered governmental employers	No
<b>Hardship Distributions</b>	Yes	Yes, sources limited	Unforeseeable Emergencies

**401(k) and 403(b) and 457(b)... Oh My!**