




# Understand the difference in retirement accounts

Not sure which retirement account is right for you? Review some of the differences, then discuss which option may be best for you with a Corebridge financial professional.

	403(b) plan		457(b) plan	
	<b>Roth after-tax account</b> You get tax-free distributions, if all conditions are met.	<b>Pretax account</b> There are fewer in-service withdrawal restrictions in a 403(b) plan than in a 457(b) plan.	<b>Roth after-tax account</b> You get tax-free distributions, if all conditions are met.	<b>Pretax account</b> You're not subject to the 10% federal early withdrawal tax penalty once you leave the employer.
<b>Tax-deferred contributions</b>	No	Yes	No	Yes
<b>Contribution limit</b>	Employee contribution limit: \$23,500 in 2025  Choose one or another, or split between the Roth and the pretax account  Employee/employer contribution limit: \$70,000 in 2025	Employee contribution limit: \$23,500 in 2025  Choose one or another, or split between the Roth and the pretax account  Employee/employer contribution limit: \$70,000 in 2025	Employee/employer contribution limit: \$23,500 in 2025  Choose one or another, or split between the Roth and the pretax account	Employee/employer contribution limit: \$23,500 in 2025
<b>Catch-up contributions if permitted by the plan</b>	<b>Age based catch-up</b> <ul style="list-style-type: none"> <li>\$7,500 if you are age 50 or older</li> <li>\$11,250 if you are age 60 to 63 and special age based contribution adopted by your plan</li> </ul> <b>Service based catch-up</b> <ul style="list-style-type: none"> <li>\$3,000 if you have 15 or more years of service and have undercontributed in prior years</li> </ul> <p>If eligible for both, you must exhaust the service based catch-up first.</p>	<b>Age based catch-up</b> <ul style="list-style-type: none"> <li>\$7,500 if you are age 50 or older</li> <li>\$11,250 if you are age 60 to 63 and special age based contribution adopted by your plan</li> </ul> <b>Service based catch-up</b> <ul style="list-style-type: none"> <li>\$3,000 if you have 15 or more years of service and have undercontributed in prior years</li> </ul> <p>If eligible for both, you must exhaust the service based catch-up first.</p>	<b>Age based catch-up</b> <ul style="list-style-type: none"> <li>\$7,500 if you are age 50 or older (governmental plans only)</li> <li>\$11,250 if you are age 60 to 63 (governmental plans only)</li> </ul> <b>Service based catch-up</b> <ul style="list-style-type: none"> <li>\$3,000 if you are within the last three tax years ending the year before the year you reach normal retirement age as specified under the plan and have undercontributed in prior years</li> </ul> <p>If eligible for both, you cannot combine, but you may contribute up to the higher amount.</p>	<b>Age based catch-up</b> <ul style="list-style-type: none"> <li>\$7,500 if you are age 50 or older (governmental plans only)</li> <li>\$11,250 if you are age 60 to 63 (governmental plans only)</li> </ul> <b>Service based catch-up</b> <ul style="list-style-type: none"> <li>\$3,000 if you are within the last three tax years ending the year before the year you reach normal retirement age as specified under the plan and have undercontributed in prior years</li> </ul> <p>If eligible for both, you cannot combine, but you may contribute up to the higher amount.</p>
<b>Taxed at withdrawal</b>	Under current tax laws, earnings are excluded from gross income if the following conditions are met:  Withdrawn after the end of the five-year period beginning with the first year in which a Roth contribution was made to the plan, <b>and</b> (1) after age 59½, or (2) disability or (3) your death	Contributions and earnings are taxable when withdrawn	Under current tax laws, earnings are excluded from gross income if the following conditions are met:  Withdrawn after the end of the five-year period beginning with the first year in which a Roth contribution was made to the plan, <b>and</b> (1) after age 59½, or (2) disability or (3) your death	Contributions and earnings are taxable when withdrawn



	403(b) plan		457(b) plan	
	Roth after-tax account You get tax-free distributions, if all conditions are met.	Pretax account There are fewer in-service withdrawal restrictions in a 403(b) plan than in a 457(b) plan.	Roth after-tax account You get tax-free distributions, if all conditions are met.	Pretax account You're not subject to the 10% federal early withdrawal tax penalty once you leave the employer.
Withdrawal restrictions	Earnings withdrawn not in accordance with the qualified distribution rules laid out in "Taxed at withdrawal" section are taxable	Less stringent withdrawal restrictions (while you are employed) than those offered by a governmental 457(b) account  A 10% federal early withdrawal tax penalty may apply to withdrawals prior to age 59½	Not subject to the 10% federal early withdrawal tax penalty except on amounts rolled over from other non-457(b) eligible retirement plans	Not subject to the 10% federal early withdrawal tax penalty except on amounts rolled over from other non-457(b) eligible retirement plans



Scan with your mobile phone for up-to-date contribution limits.

[corebridgefinancial.com/retire](https://corebridgefinancial.com/retire) 1.800.448.2542

We're here to help you take action

You can reach out directly to your financial professional.

Important considerations before deciding to move funds either into or out of a Corebridge retirement services account  
There are many things to consider. For starters, you will want to carefully review and compare your existing account and the new account, including: fees and charges; guarantees and benefits; and, any limitations under either of the accounts. Also, you will want to know whether a surrender of your current account could result in charges. Your financial professional can help you review these and other important considerations.

**Investors should carefully consider the investment objectives, risks, fees, charges and expenses before investing. Read the fund prospectuses carefully before investing. The fund prospectuses contain important information, which can be obtained from your financial professional, at [corebridgefinancial.com/retire](https://corebridgefinancial.com/retire) or by calling 1.800.428.2542 and following the prompts.**

This material is general in nature, was developed for educational use only, and is not intended to provide financial, legal, fiduciary, accounting or tax advice, nor is it intended to make any recommendations. Applicable laws and regulations are complex and subject to change. Please consult with your financial professional regarding your situation. For legal, accounting or tax advice consult the appropriate professional.

Annuities are issued by **The Variable Annuity Life Insurance Company (VALIC)**, Houston, TX or **The United States Life Insurance Company in the City of New York (USL)**, New York, NY. Guarantees are backed by the claims-paying ability of the issuing insurance company and each company is responsible for the financial obligations of its products. Beginning January 1, 2026, USL will be Corebridge Financial's sole authorized issuer of new annuities in New York.

Securities and investment advisory services offered through VALIC Financial Advisors, Inc, member FINRA, SIPC and an SEC-registered investment adviser.

VALIC Retirement Services Company provides retirement plan recordkeeping and related services and is the transfer agent for certain affiliated variable investment options.

All companies above are wholly owned subsidiaries of Corebridge Financial, Inc.

Corebridge Financial and Corebridge are marketing names used by these companies. Learn more about our affiliated companies: [corebridgefinancial.com/names](https://corebridgefinancial.com/names).

