

2026 COMPARISON CHART

CSU TSA 403(b) PROGRAM, DEFERRED COMPENSATION 457(b) AND THRIFT 401(k) PLANS

Eligibility: Generally, all employees are eligible to participate in the CSU TSA 403(b) Program with the exception of certain student classifications and Special Consultants. Seasonal or temporary employees who are contributing mandatorily to the PST (Part-Time, Seasonal, Temporary) Retirement Plan are not eligible to enroll in the 457(b) and 401(k) plans.

	ADMINISTERED BY CSU THROUGH FIDELITY	ADMINISTERED BY STATE OF CA – CaIHR SAVINGSPLUS THROUGH NATIONWIDE	
	CSU TSA 403(b) PROGRAM	DEFERRED COMP 457(b)	THRIFT PLAN 401(k)
TAXABILITY	Deferred tax on investment; variety of investment choices. Roth also available.	Deferred tax on investment; variety of investment choices. Roth also available.	Deferred tax on investment; variety of investment choices. Roth also available.
DEFERRAL LIMITS	\$15 minimum monthly contribution. Maximum contribution for 2026 is \$24,500.	\$25 minimum monthly contribution. Maximum contribution for 2026 is \$24,500.	\$25 minimum monthly contribution. Maximum contribution for 2026 is \$24,500.
AGE BASED DEFERRAL	<u>Age 50-59 and 64+</u> Additional \$8,000 age based catch-up available to participants 50-59 or 64+. <u>Age 60-63</u> Additional \$11,250 available to participants age 60-63.	<u>Age 50-59 and 64+</u> Additional \$8,000 age based catch-up available to participants 50-59 or 64+. <u>Age 60-63</u> Additional \$11,250 available to participants age 60-63.	<u>Age 50-59 and 64+</u> Additional \$8,000 age based catch-up available to participants 50-59 or 64+. <u>Age 60-63</u> Additional \$11,250 available to participants age 60-63.
15 YEAR CATCH-UP	15-year “Catch-up” provision may be available for up to \$3,000 per year, for a lifetime maximum of \$15,000. Participants must prove eligibility by submission of completed Maximum Contribution Calculation Worksheet.	Traditional 457 “Catch-up” provision up to \$49,000 is available. Participants in this plan cannot utilize both the age-based, and special 457 catch-up provisions in the same calendar year. Contact Savings Plus for details.	The 15-year “Catch-up” provision and Traditional 457 “Catch-up” is not available.
ROLLOVERS	Eligible rollover in from another employer’s 403(b), 401(k) or governmental 457(b) plan.	Eligible to rollover 401(a), 401(k), 403(b), 457(b) or pre-tax IRA.	Eligible to rollover 401(a), 401(k), 403(b), 457(b) or pre-tax IRA.
ROLLOVER DISTRIBUTIONS	Eligible rollover to another employer’s 403(b), 401(k), or governmental 457(b) plan (exceptions apply), or to a 401(a) (service credit purchase) plan (exceptions apply) or to an IRA (must be at least age 59 ½ or separated from CSU employment). In-service 403(b) contract exchange to Fidelity.	Eligible rollover distribution to an IRA (Traditional or Roth), another employer’s governmental 457(b), or 401(k), or 401(a), or 403(b) plan. May not roll from SavingsPlus to CSU 403(b) plan until separated from CSU service.	Eligible rollover distribution to an IRA (Traditional or Roth), or to another employer’s 401(k), or 457(b) governmental plan, or 401(a), or 403(b) plan. May not roll from SavingsPlus to CSU 403(b) plan until separated from CSU service.
LOANS	Loans Available; restrictions apply.	Loans Available; restrictions apply. Not available on Roth.	Loans Available; restrictions apply. Not available on Roth.
HARDSHIP WITHDRAWALS	Hardship withdrawal for severe financial hardship (as defined by the IRS).	Unforeseeable Emergency Withdrawal may be available in certain situations.	Hardship withdrawal for severe financial hardship.
SURVIVING SPOUSE	Surviving spouse of participant may roll over distributions. Non-spousal beneficiary may rollover distributions to an inherited IRA.	Surviving spouse of participant may roll over distributions. Non-spousal beneficiary may rollover distributions to an inherited IRA.	Surviving spouse of participant may roll over distributions. Non-spousal beneficiary may rollover distributions to an inherited IRA.
DISTRIBUTIONS	At least age 55 and retired, or age 59½ (regardless of employment status), receive plan payout without tax penalty.	Separated from employment or age 59 ½ or older to receive payments from 457(b) account.	Additional taxes generally do not apply if: At least age 55 and retired, or age 59½ (regardless of employment status).
REQUIRED MANDATORY DISTRIBUTIONS	At age 73, IRS requires mandatory distributions, unless participant is still employed.	IRS regulation generally require mandatory distributions in the year of reaching age 73.	IRS regulation generally require mandatory distributions in the year of reaching age 73.
ONLINE INVESTMENT	Employees can manage contributions online at: NetBenefits.com/calstate	Employees can manage contributions online at: savingsplusnow.com	Employees can manage contributions online at: savingsplusnow.com

Maximum contribution limits for these plans are all interrelated. Please note: Participants may contribute to both a 403(b) and a 401(k) plan in the same tax year, however, combined contributions across both plans cannot exceed \$24,500. 401(k) and 403(b) deferrals do not count against the 457(b) dollar limit and 457(b) deferrals do not count against the 401(k) and 403(b) dollar limit. Beginning in 2026, employees who turn 50 or older in 2026 and 2025 FICA wages exceed \$150,000 will be required to make all catch-up contributions on a Roth (after-tax) basis.

These statements are general comparison only. For specific information refer to your tax advisor.