

# Plan Comparison



## Looking for a way to save more for retirement?

Although your PERA benefits may provide a significant source of income during retirement, it may not be enough to meet all of your income needs.

As an employee of a PERA-affiliated employer, you are eligible to participate in the PERAPlus 401(k) Plan. You may also be eligible to participate in the PERAPlus 457 Plan or a 457 plan from an organization other than PERA.

To help you decide which plan(s) may be right for you, the following is a comparison of the PERAPlus 401(k) and 457 Plans.

	PERAPlus 401(k) Plan	PERAPlus 457 Plan
<b>Minimum Contribution</b>	No minimum	No minimum
<b>Maximum Contribution</b>	\$17,500	\$17,500
<b>Catch-Up for Participants Age 50 or Older</b>	Participants age 50 or older may make additional contributions of \$5,500	Participants age 50 or older may make additional contributions of \$5,500
<b>Additional Catch-up Provision</b>	Not available	For the three consecutive years prior to your normal retirement age, you may be able to contribute up to twice the available limit if you under-contributed in prior years
<b>Penalty on Early Withdrawals Before Age 59½ (Termination From Employment)</b>	Yes, unless directly rolled over to another tax-deferred account or if you separate from service in the year you turn age 55 or older	No
<b>Loans</b>	Available by logging on to your account at <a href="http://www.copera.org">www.copera.org</a> or by calling 1-800-759-7372 and selecting the PERAPlus option	Available by logging on to your account at <a href="http://www.copera.org">www.copera.org</a> or by calling 1-800-759-7372 and selecting the PERAPlus option
<b>Qualifying Events That Allow You to Take a Distribution</b>	Retirement, termination from employment, disability, attainment of age 59½, or financial hardship (may be subject to a 10 percent early withdrawal penalty)	Retirement, termination from employment, disability, attainment of age 70½ while employed, or unforeseeable emergency
<b>Purchase PERA Service Credit</b>	Yes	Yes
<b>Rollover Provisions</b>	Accepts rollovers from a 401(a), 401(k), 403(b), governmental 457(b), and IRA	Accepts rollovers from a 401(a), 401(k), 403(b), governmental 457(b), and IRA
<b>Administrative Plan Fees</b>	\$1.00 per month plus 0.14 percent on each PERAdvantage fund (fees vary)	\$1.00 per month plus 0.14 percent on each PERAdvantage fund (fees vary)
<b>Commissions, Loads, Withdrawal, or Payout Fees</b>	None	None