Employees may maximize their tax-deferred savings by participating at the maximum levels in both the Voluntary 403(b) and 457 Deferred Compensation plans.

2024 Maximum deferral limits:
- < age 50 in plan year: $23,000 or 100% of includable compensation, whichever is less.
- age 50+ in plan year: $30,500 or 100% of includable compensation, whichever is less.

("Includable compensation" = gross earnings less mandatory contributions to 401(a) retirement plan.)

<table>
<thead>
<tr>
<th>Annual maximum deferral amount*</th>
<th>Voluntary 403(b) Plan</th>
<th>Deferred Compensation 457</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employees may maximize their tax-deferred savings by participating at the maximum levels in both the Voluntary 403(b) and 457 Deferred Compensation plans. 2024 Maximum deferral limits: &lt; age 50 in plan year: $23,000 or 100% of includable compensation, whichever is less. age 50+ in plan year: $30,500 or 100% of includable compensation, whichever is less. (&quot;Includable compensation&quot; = gross earnings less mandatory contributions to 401(a) retirement plan.)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Catch-up contributions*</th>
<th>Contact your investment provider.</th>
<th>Contact your investment provider.</th>
</tr>
</thead>
</table>

| Minimum contribution | $5/pay period | $10/pay period |

<table>
<thead>
<tr>
<th>Number of election changes allowed annually</th>
<th>$5/pay period</th>
<th>$10/pay period</th>
</tr>
</thead>
<tbody>
<tr>
<td>No limit</td>
<td>$5/pay period</td>
<td>$10/pay period</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Account distribution after employment ends</th>
<th>Requires Human Resources verification of separation from all Arizona University System employers.</th>
<th>Requires Human Resources verification of separation.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Death</td>
<td>Require Human Resources verification of separation from all Arizona University System employers.</td>
<td>Require Human Resources verification of separation.</td>
</tr>
<tr>
<td>separation,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>retirement, or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>permanent disability</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mandatory distribution</th>
<th>Must begin distribution at age 72 (73 if you reach age 72 after Dec. 31, 2022) or upon separation of employment, whichever is later.</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>In-Service Distribution (during employment)</th>
<th>Available upon attainment of age 59½</th>
<th>Available under specific circumstances</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Administration Fees**</th>
<th>Vary by company</th>
<th>Vary by investment fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loan provisions</td>
<td>Yes (for approved companies)</td>
<td>Yes</td>
</tr>
<tr>
<td>Deferred sales charges</td>
<td>Vary by company</td>
<td>None</td>
</tr>
</tbody>
</table>

*Amounts are subject to IRS changes. **Administration fees include but are not limited to front-end and back-end loads, commissions, transfer fees, management fees, wrap account fees, and withdrawal charges.