

**2025 INTERNAL REVENUE CODE (IRC) LIMITS AND COMPARISON CHART
CALIFORNIA STATE UNIVERSITY (CSU) TAX SHELTERED ANNUITY (TSA) (403(b)) PROGRAM, STATE DEFERRED COMPENSATION (457(b)) AND
STATE 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 required to be enrolled in the Part-time, Seasonal and Temporary Employees Retirement Program (PST Program) are not eligible to enroll in the 457(b) and 401(k) plans.

	ADMINISTERED BY CSU THROUGH FIDELITY	ADMINISTERED BY STATE OF CA (CalHR) 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 annual contribution is \$23,500.	\$50 minimum monthly contribution. Maximum annual contribution is \$23,500.	\$50 minimum monthly contribution. max annual contribution is \$23,500.
AGE BASED DEFERRAL	Additional \$7,500 age based catch-up deferral available to participants 50-59 & 64+. \$11,250 for participants age 60-63.**	Additional \$7,500 age based catch-up deferral available to participants 50-59 & 64+. \$11,250 for participants age 60-63.**	Additional \$7,500 age based catch-up deferral available to participants 50-59 & 64+. \$11,250 for 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 \$47,000 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" are not available.
ROLLOVERS	Eligible rollover in from another employer's 403(b), 401(k) or governmental 457(b) plan.	Eligible rollover in from another employer's 403(b), 401(k) or governmental 457(b) plan.	Eligible rollover in from another employer's 403(b), 401(k) or governmental 457(b) plan. Or from a Traditional 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.	Loans Available; restrictions apply.
HARDSHIP WITHDRAWALS	Hardship withdrawal for severe financial hardship. Contributions suspended for 6 months.	Hardship withdrawal for unforeseeable financial emergency. Contributions suspended for 6 months.	Hardship withdrawal for severe financial hardship. Contributions suspended for 6 months.
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 59 ½ (regardless of employment status) - receive plan pay-out without tax penalty.	Plan payout upon retirement or separation from State service without tax penalty (no age requirement).	At least age 55 and retired, or 59 ½ (regardless of employment status) - receive plan pay-out without tax penalty.
REQUIRED MANDATORY DISTRIBUTIONS	At age 70 ½, IRS requires mandatory distributions, unless participant is still employed.	At age 70 ½, IRS requires mandatory distributions, unless participant is still employed.	At age 70 ½, IRS requires mandatory distributions, unless participant is still employed.
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

**New Age Based Catch-up limit for those ages 60-63 only- SECURE 2.0 Act, 2025 Limit : \$11,250 per plan.

- 1. 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 \$23,500. 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.
- 2. These statements are general comparisons only.** For specific information refer to your tax advisor. For the Deferred Compensation and Thrift Plans, additional information is available from the CalHR Savings Plus Program (SPP) Office at (855) 616-4SPN(4776) or the [Savings Plus Now Comparison Chart](#) .

Tax Deferred Savings Administrator and Fund Sponsor Contacts

Questions regarding the Tax Deferred Savings Programs may be directed to the appropriate contact below.

Name	Website	Representative
Fidelity Investments 403(b)	www.netbenefits.com/calstate Customer Service Call Center: 877-278(CSU)-3699 5 a.m. – 9 p.m. (M-F) Enter your Social Security number then # 0 (zero), # 0 (zero) to reach a representative Plan ID: 50537	To make an appointment: Fidelity 1:1 Online Scheduler Jon Lee jon.lee@fmr.com 669-345-4485
Savings Plus 401(k) & 457	www.savingsplusnow.com Customer Service Call Center: (855) 616-4776 7 a.m. – 7 p.m. PT (M-F)	Deanna Sisk deanna.sisk@nationwide.com

2025 CONTRIBUTION LIMITS						
	CSU TSA (403[b]) PROGRAM	DEFERRED COMP (457[b])	THRIFT PLAN (401[k])	TOTAL CANNOT EXCEED	AGE-BASED CATCH UP*	TOTAL WITH AGE-BASED CATCH UP
403[b] ONLY	\$23,500			\$23,500	\$7,500	\$31,000
457[b] ONLY		\$23,500		\$23,500	\$7,500	\$31,000
401[k] ONLY			\$23,500	\$23,500	\$7,500	\$31,000
403[b] and 457[b]	\$23,500	\$23,500		\$47,000	\$7,500 each plan	\$62,000
457[b] and 401[k]		\$23,500	\$23,500	\$47,000	\$7,500 each plan	\$62,000

Please note: Participants may contribute to both a 403(b) and 401(k) plan in the same tax year, however, combined contributions across both plans cannot exceed \$23,500. For example, a participant may contribute \$23,500 in each plan, or any numeric combination that is equal to or less than \$23,500.

* The Age-Based “catch-up” allowance under IRC Section 414(v)(2)(B)(i) is available to employees age 50-59 & 64+, provided that they have deferred the maximum amount available to the 403(b), 401(k) or 457(b) plan. **New Age Based Catch-up limit for those ages 60-63 only- SECURE 2.0 Act, 2025 Limit : \$11,250 per plan.