



Another way to grow your savings



The Pepperdine University Retirement Plan (403(b) Plan) and the 457(b) Deferred Compensation Plan (457(b) Plan) offer convenient, effective ways to prepare for the future and can be instrumental in helping you and your family enjoy financial freedom in retirement.

The 457(b) Plan is a nonqualified deferred compensation plan that allows you to defer receipt of income into a future year. Regulations that govern this type of plan require that accumulations within the plan are considered assets of the employer, Pepperdine University, until paid to the participant. Assets held by Pepperdine are treated as any other University assets and are subject to the claims of Pepperdine's general creditors.

Pepperdine University 403(b) plan and 457(b) plan comparison chart

Features	403(b) plan	457(b) plan
Eligibility and participation	Employees are immediately eligible to join the plan. Employer matching contributions are subject to different eligibility requirements.	Eligibility is limited to a select group of management or highly compensated employees. Your plan document will determine when you can enroll.
Employer contribution criteria	After age 26 and one year of service with Pepperdine, the University may make a discretionary nonelective contribution and matching contribution to your retirement savings plan.	No match offered.
Taxability	Distributions from pretax contributions are taxable in the year distributed. Qualified Roth distributions are tax-free.*	All contributions are made on a pretax basis and distribution amounts are taxable in the year in which the amounts are distributed. Consult with your tax advisor for more information.
Contribution limits	In 2026, generally limited to the lesser of 100% of compensation or \$24,500, as governed by IRC Sections 415 and 402(g). There is no coordination between 403(b) and 457(b) plans. Employees may be eligible to contribute the maximum to both.	In 2026, generally limited to the lesser of 100% of compensation or \$24,500, as governed by IRC Section 457(e)(15). There is no coordination between 403(b) and 457(b) plans. Employees may be eligible to contribute the maximum to both.

Catch-up contributions	In 2026, an additional \$8,000 contribution is allowed for individuals age 50-59 and those 64 and older. Individuals age 60-63 can contribute an additional \$11,250.**	For one or more of the 3 years prior to the year in which you reach Normal Retirement Age (age 70-½, unless you have designated an earlier age, no earlier than 65, in writing to the Plan Administrator) you may contribute up to 2 times the current limit only to the extent that you did not contribute the maximum amount during the prior years in which you were eligible to participate in this plan.
Triggering events (when distributions may be initiated)	Severance from employment, age 59½, retirement, disability, or death. Hardship distributions may also be available. Employer contributions will generally be restricted from hardships.	Severance from employment, disability, or death. Distributions due to unforeseeable financial emergency may also be available. An election to defer your distribution must be made no later than March 2 of the calendar year following the calendar year in which you separated from employment. Otherwise, your entire balance will be paid in a lump sum April 1 of the year following the year in which you separated from service. You may make one additional election to further defer your distribution. This election must be made at least 30 days prior to the commencement of any benefits under your original election.
Early withdrawal penalty	Yes, 10% if withdrawn before age 59½, or before separation from service and attaining age 55. There are exceptions in cases of death or permanent disability and for distributions following separation from service after age 55.	None. The 10% early withdrawal penalty does not apply. Funds are not available until the age at which distributions are allowed to begin.
Rollovers	Permitted to and from IRA, 401(a), 401(k), 403(b), or 457(b) governmental plans. Rollovers are NOT permitted to tax-exempt 457(b) plans.	You may transfer your account from another non-governmental 457(b) plan to this plan. You may also transfer your account to another tax-exempt 457(b) plan before any payments commence. The other plan must permit such transfers.
Loans	Not permitted under the Plan.	Not permitted under the Plan.
Asset ownership	You own all vested assets in your 403(b) account. Assets are held in a custodial account and not subject to employer's general creditors.	Pepperdine owns plan assets, and assets are subject to University creditors in the event of litigation or bankruptcy until distributions begin from employee accounts.

We look forward to helping you live your best life – now and in retirement.

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 Call **800-755-5801**

*A qualified distribution from your Roth account occurs at least 5 years after you made your first Roth contribution to the plan AND after you attain at least age 59 ½ (or upon your disability or death).

**Age by year-end.

Matching contributions may be subject to plan vesting requirements.

Descriptions of plan features and benefits are subject to the plan document, which will govern in case of any inconsistencies.

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