



# 2024 PLAN COMPARISON

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Whether you're an employer who wants to help your employees work toward a secure retirement, or someone who wants to plan for your own future, this handy guide can help you narrow the focus and zero in on a retirement plan that could work for you in 2024. Because of the complexities involved with qualified retirement plans, always consult your legal or tax advisor to be sure you are complying with the rules.

## ANNUAL CONTRIBUTION LIMITS

Annual Contribution Limits	2024	2023
Traditional IRA, Roth IRA, Spousal, Guardian	\$7,000	\$6,500
Traditional, Roth, Spousal IRA Catch-Up Contribution	\$1,000	\$1,000
Education IRA – formerly Coverdell ESA (per beneficiary)	\$2,000	\$2,000
Employer Deduction Limit (SEP, MPP, PSP, 401(k) <sup>5</sup> )	25% aggregate comp	25% aggregate comp
Elective Deferral (402(g) Limit): 401(k), SARSEP, 457 and 403(b))	\$23,000	\$22,500
Defined Contribution 415 Limit ( <i>the lesser of</i> )	100% comp or \$69,000	100% comp or \$66,000
Salary Deferral Catch-Up Limit ( <i>does not count against 415 limits in a 401(k) plan</i> )	\$7,500	\$7,500
SIMPLE Plan Deferral	\$16,000	\$15,500
SIMPLE IRA Catch-Up Limit	\$3,500	\$3,500
Defined Benefit 415 Limit	\$275,000*	\$265,000*
Annual Compensation Cap	\$345,000	\$330,000
SEP Participation Compensation	\$750	\$750
Highly Compensated Employee (HCE)	\$155,000	\$150,000
Key Employee Officer Definition	\$220,000	\$215,000
Social Security Taxable Wage Base	\$168,600	\$160,200

## CONTRIBUTION ELIGIBILITY FOR ROTH IRAS 2024

Modified Adjusted Gross Income Phase Out Range		
Single Filers	Married Filing Jointly	Married Filing Separately
\$146,000-\$161,000	\$230,000-\$240,000	\$0-\$10,000

\* SECURE Act 2.0 eliminates the compensation-based limit for participants who are non-highly compensated employees and participate in a rural electric cooperative retirement plan.

## PLAN COMPARISON

2024	Traditional IRA	Roth IRA	SEP
<b>Plan Features</b>	Contributions may be tax deductible (if individual falls within income guidelines); no age limit to make contributions; can be used in conjunction with any retirement plan	Tax-free growth and distributions (provided certain conditions are met); no age limit to make contributions; can be used in conjunction with any retirement plan	Employer-funded; easy to establish and maintain; minimal IRS filings and paperwork; low cost
<b>Who May Establish</b>	Age limit: None Income limit: None. Must have taxable compensation.	Age limit: None Income limit: \$161,000 for single and \$240,000 for joint	Sole proprietors, partnerships, corporations, nonprofits, government entities
<b>Establishment Deadline</b>	Tax filing deadline (generally April 15)	Tax filing deadline (generally April 15)	Tax filing deadline plus extensions
<b>Contribution Deadline</b>	Tax filing deadline (generally April 15)	Tax filing deadline (generally April 15)	Tax filing deadline plus extensions
<b>Contribution Limit/ Requirements</b>	Annual contributions of up to \$7,000 or 100% of compensation (whichever is less); \$8,000 if age 50 or older; non-employed spouses may also contribute up to \$7,000 per year if conditions are met (\$8,000 if over 50)	Annual contributions of up to \$7,000 or 100% of compensation (whichever is less); \$8,000 if age 50 or older; non-employed spouses may also contribute up to \$7,000 per year if conditions are met (\$8,000 if over 50)	25% of compensation up to \$69,000; approximately 20% for sole proprietors (due to self-employment deduction)
<b>Who Contributes</b>	Individual	Individual	Employer
<b>Maximum Employee Eligibility Requirements</b>	N/A	N/A	Age 21 or older, worked three of last five years and earned at least \$750 in each of those years; may exclude union employees and nonresident aliens
<b>Vesting</b>	100%	100%	100%
<b>Distributions</b>	Distributions taken prior to age 59½ may be subject to a 10% penalty tax, in addition to ordinary income tax; minimum distributions required at 73. Exceptions to 10% penalty may apply. <sup>1</sup> The distribution, which is still subject to tax, may be repaid to the retirement account.	Tax-free distributions allowed provided certain conditions are met; no minimum distributions required at age 73. Withdrawals of earnings prior to age 59½ or prior to the account being opened for 5 years, whichever is later, may result in a 10% IRS penalty tax. Limitations and restrictions may apply.	Distributions taken prior to age 59½ may be subject to a 10% penalty tax, in addition to ordinary income tax; minimum distributions required at 73. Exceptions to 10% penalty may apply. <sup>1</sup> The distribution, which is still subject to tax, may be repaid to the retirement account.
<b>Loan Features</b>	Not available	Not available	Not available
<b>Plan Administration</b>	None	None	None

(Continued)

<sup>1</sup> Examples include terminal illness, a qualified disaster and the birth or adoption of a child. SECURE ACT 2.0 allows that under certain circumstances, employees are permitted to self-certify that they have had an event that constitutes a hardship for purposes of taking a hardship withdrawal.

2024	Simple IRA	Profit Sharing/ Money Purchase	403(b)(7) <sup>2</sup> / Roth 403(b)(7)
<b>Plan Features</b>	Employee- and employer-funded; easy to establish and maintain; no ADP/ ACP nondiscrimination testing; mandatory employer contributions; employer cannot maintain another retirement plan	Employer-funded; allows restricted coverage; allows control over when the money will be withdrawn; may allow for loans	Primarily employee-funded; easy to establish and maintain; pre-tax contributions may reduce employee's current taxable income
<b>Who May Establish</b>	Employers with 100 or fewer employees, including sole proprietors, partnerships, corporations, nonprofits, and government entities	Sole proprietors, partnerships, corporations, nonprofits, government entities	Public schools and 501(c)(3) organizations
<b>Establishment Deadline</b>	October 1	Tax filing deadline plus extensions	Plan year-end, usually December 31 for calendar-year plans
<b>Contribution Deadline</b>	Salary deferrals made on each pay period; employer contributions by tax filing deadline plus extensions	Tax filing deadline plus extensions	Salary deferrals withheld each pay period; employer contributions by tax filing deadline plus extensions
<b>Contribution Limit/ Requirements</b>	Employees can defer up to \$16,000; \$19,500 if age 50 or older; employer must match dollar for dollar up to 3% of compensation (can be lowered to 1% for two of every five years) OR 2% of compensation as a non-elective contribution; both employer and employee contributions may be made on either a pre-tax or Roth basis <sup>6</sup>	25% of compensation up to \$69,000; approximately 20% for sole proprietors (due to self-employment deduction); PSP contributions are discretionary and MPP contributions are required by percentage specified in plan document	Employees can defer up to \$23,000; catch-up contributions of \$7,500 if age 50 or older; employer contribution of 25% of compensation <sup>2</sup> ; total combined employer and employee contributions cannot exceed \$69,000 (excludes catch-up contribution); long-tenured catch-up contribution for employees of 15 years or more with same employer
<b>Who Contributes</b>	Employee and Employer	Employer	Employee and Employer
<b>Maximum Employee Eligibility Requirements</b>	Earned at least \$5,000 during any two prior years and is expected to earn at least \$5,000 in current year; may exclude union employees and nonresident aliens; no age limit restriction	Age 21 or older, worked one year (or two years if 100% immediate vesting); may exclude union employees, nonresident aliens and employees who work less than 1,000 hours per year <sup>3</sup>	Generally, all employees
<b>Vesting</b>	100% for both employee and employer contributions	Vesting schedule allowed	100%
<b>Distributions</b>	Distributions taken prior to age 59½ may be subject to 10% penalty tax, in addition to ordinary income tax (25% penalty applies if distribution is within two years of participation); minimum distributions required at 73. Exceptions to 10% penalty may apply. <sup>1</sup> The distribution, which is still subject to tax, may be repaid to the retirement account.	Distributions can only be taken with a triggering event such as death, permanent disability, attainment of plan's normal retirement age, separation from service or plan termination; any distributions taken prior to age 59½ (age 55 if separated from service) may be subject to 10% penalty tax, in addition to ordinary income tax; minimum distributions may be required at 73. Exceptions to 10% penalty may apply. <sup>4</sup> The distribution, which is still subject to tax, may be repaid to the retirement account.	Distributions can only be taken with a triggering event such as death, permanent disability, attainment of 59½, separation from service or plan termination, or hardship; any distributions taken prior to age 59½ (age 55 if separated from service) may be subject to a 10% penalty tax, in addition to ordinary income tax; minimum distributions may be required at 73. Exceptions to 10% penalty may apply. <sup>4</sup> The distribution, which is still subject to tax, may be repaid to the retirement account.
<b>Loan Features</b>	Not available	Allowed	Allowed
<b>Plan Administration</b>	None	IRS Form 5500 and other ERISA requirements <sup>5</sup>	IRS Form 5500 and other ERISA requirements if subject to ERISA <sup>5</sup>

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<sup>2</sup> Employer may make matching or discretionary contributions on either a pre-tax or Roth basis within an ERISA 403(b); ERISA 403(b)s are subjected to ERISA requirements.

<sup>3</sup> Long-term part time employees (those who work 500 or more hours in at least three consecutive years beginning 01-01-2021) may contribute to the plan

<sup>4</sup> Examples include terminal illness, a qualified disaster and the birth or adoption of a child. SECURE ACT 2.0 allows that under certain circumstances, employees are permitted to self-certify that they have had an event that constitutes a hardship for purposes of taking a hardship withdrawal.

<sup>5</sup> Owner-only plans are not required to file IRS 5500 until assets reach \$250,000 or terminate. LPL Financial does not provide tax advice. Please consult your tax advisor.

<sup>6</sup> Starting in 2024, a provision from SECURE 2.0 will go into effect that allows employees to contribute an additional 10% on top of the existing limits, so long as their employer has less than 25 employees or has 26 to 100 employees and agrees to a 4% employer match or 3% non-elective contribution.

2024	401(k)/Roth 401(k)	Safe Harbor 401(k)/ Roth Safe Harbor 401(k)	Individual K/ Roth Individual K
<b>Plan Features</b>	Employee-funded with possible employer contribution; allows restricted coverage; allows control over when the money will be withdrawn; may allow for loans	Employee- and employer-funded; allows employers to maximize contributions made by highly compensated employees; mandatory employer contributions; no ADP/ACP discrimination testing	Employee- and employer-funded; allows control over when the money will be withdrawn; may allow for loans; designed specifically for owner-only businesses
<b>Who May Establish</b>	Sole proprietors, partnerships, corporations, nonprofits	Sole proprietors, partnerships, corporations, nonprofits	Employer-only businesses including sole proprietors, partnerships, corporations, and nonprofits (may employ spouse)
<b>Establishment Deadline</b>	Tax filing deadline plus extensions. Plans with employee deferrals must be established by December 31.	October 1	Tax filing deadline plus extensions. Plans with employee deferrals must be established by December 31.
<b>Contribution Deadline</b>	Salary deferrals withheld each pay period; for sole proprietors, when business income is determined; employer contributions by tax filing deadline plus extensions	Salary deferrals withheld each pay period; for sole proprietors, when business income is determined; employer contributions by tax filing deadline plus extensions	Salary deferrals withheld each pay period; for sole proprietors, when business income is determined; employer contributions by tax filing deadline plus extensions
<b>Contribution Limit/ Requirements</b>	Employees can defer up to \$23,000; catch-up contributions of \$7,500 if age 50 or older; employer contribution of 25% of compensation can be made on either a pre-tax or Roth basis (approximately 20% for sole proprietors due to self-employment deduction); total combined employer and employee contributions cannot exceed \$69,000 (excludes catch-up contribution)	Employees can defer up to \$23,000; catch-up contributions of \$7,500 if age 50 or older; employer typically contributes dollar for dollar on the first 3% and \$.50 on the dollar for the next 2%; other employer contribution options are available and can be made on either a pre-tax or Roth basis; additional non-safe harbor employer contributions are allowed	Employees can defer up to \$23,000; catch-up contributions of \$7,500 if age 50 or older; employer contribution of 25% of compensation can be made on either a pre-tax or Roth basis (approximately 20% for sole proprietors due to self-employment deduction); total combined employer and employee contributions cannot exceed \$69,000 (excludes catch-up contribution)
<b>Who Contributes</b>	Employee and Employer	Employee and Employer	Individual
<b>Maximum Employee Eligibility Requirements</b>	Age 21 or older, worked one year; may exclude union employees, nonresident aliens and employees who work less than 1,000 hours per year <sup>3</sup>	Age 21 or older, worked one year; may exclude union employees and nonresident aliens; may not exclude employees due to minimum hours or last-day rules	N/A
<b>Vesting</b>	100% for employee contributions; vesting schedule allowed for employer contributions	100% for both employee and employer contributions; vesting schedule allowed for any employer contributions made in addition to mandatory safe harbor contributions	Vesting schedule allowed but generally not used
<b>Distributions</b>	Distributions can only be taken with a triggering event such as death, permanent disability, attainment of plan's normal retirement age, separation from service or plan termination; any distributions taken prior to age 59½ (age 55 if separated from service) may be subject to 10% penalty tax, in addition to ordinary income tax; minimum distributions may be required at 73. Exceptions to 10% penalty may apply. <sup>4</sup> The distribution, which is still subject to tax, may be repaid to the retirement account.	Distributions can only be taken with a triggering event such as death, permanent disability, attainment of plan's normal retirement age, separation from service or plan termination; any distributions taken prior to age 59½ (age 55 if separated from service) may be subject to 10% penalty tax, in addition to ordinary income tax; minimum distributions may be required at 73. Exceptions to 10% penalty may apply. <sup>4</sup> The distribution, which is still subject to tax, may be repaid to the retirement account.	Distributions can only be taken with a triggering event such as death, permanent disability, attainment of plan's normal retirement age, separation from service or plan termination; any distributions taken prior to age 59½ (age 55 if separated from service) may be subject to 10% penalty tax, in addition to ordinary income tax; minimum distributions may be required at 73. Exceptions to 10% penalty may apply. <sup>4</sup> The distribution, which is still subject to tax, may be repaid to the retirement account.
<b>Loan Features</b>	Allowed	Allowed	Allowed
<b>Plan Administration</b>	IRS Form 5500 and other ERISA requirements <sup>5</sup>	IRS Form 5500 and other ERISA requirements <sup>5</sup>	IRS 5500 EZ when plan assets reach \$250,000

<sup>2</sup> Employer may make matching or discretionary contributions on either a pre-tax or Roth basis within an ERISA 403(b); ERISA 403(b)s are subjected to ERISA requirements.

<sup>3</sup> Long-term part time employees (those who work 500 or more hours in at least three consecutive years beginning 01-01-2021) may contribute to the plan

<sup>4</sup> Examples include terminal illness, a qualified disaster and the birth or adoption of a child. SECURE ACT 2.0 allows that under certain circumstances, employees are permitted to self-certify that they have had an event that constitutes a hardship for purposes of taking a hardship withdrawal.

<sup>5</sup> Owner-only plans are not required to file IRS 5500 until assets reach \$250,000 or terminate. LPL Financial does not provide tax advice. Please consult your tax advisor.

## TAX DEDUCTIBILITY OF IRA CONTRIBUTIONS

### Tax Deductibility of IRA Contributions (Tax Year 2024) for Participants in Employer-Sponsored Retirement Plans

- IRA contributions are fully deductible if neither you nor your spouse participates in an employer-sponsored retirement plan such as 401(k), 403(b), or pension plan.
- **Deductibility is limited** if you or your spouse participates in an employer-sponsored retirement plan. Refer to the chart below to determine if your modified adjusted gross income affects the amount of your deduction.

Filing Status	Modified Adjusted Gross Income	Allowable Deduction
Single or Head of Household	\$77,000 or less	A full deduction up to the amount of your contribution limit
	More than \$77,000 but less than \$87,000	A partial deduction
	\$87,000 or more	No deduction
Married Filing Jointly or Qualifying Widow(er)	\$123,000 or less	A full deduction up to the amount of your contribution limit
	More than \$123,000 but less than \$143,000	A partial deduction
	\$143,000 or more	No deduction
Married Filing Separately	Less than \$10,000	A partial deduction
	\$10,000 or more	No deduction

If you file separately and did not live with your spouse at any time during the year, your IRA deduction is determined under the "Single" filing status.

This chart is designed to give you a basic overview of IRA deductions. LPL Financial recommends you consult with a qualified tax advisor before making IRA decisions.

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