

Plan Feature Comparison Chart

Starting with the brief summary table below, find the plans that fit you and your employees best. Then click on the plan tabs to view and compare the complete details on each plan.

Sponsor/ Eligible Employer	Key Advantage	Plans to Consider
<ul style="list-style-type: none"> Any employer 	<ul style="list-style-type: none"> easy to set up and maintain 	<p>Payroll Deduction IRA</p> <p>LEARN MORE</p>
<ul style="list-style-type: none"> Any employer 	<ul style="list-style-type: none"> easy to set up and maintain 	<p>SEP</p> <p>LEARN MORE</p>
<ul style="list-style-type: none"> Employers with 100 or fewer employees that do not currently maintain another plan 	<ul style="list-style-type: none"> salary reduction plan with little administrative paperwork 	<p>SIMPLE IRA Plan</p> <p>LEARN MORE</p>
<ul style="list-style-type: none"> Any non-government employer Governments, only if plan was established prior to May 1986 	<ul style="list-style-type: none"> permits high level of salary deferrals by employees may include designated Roth program 	<p>401(k)</p> <p>LEARN MORE</p>
<ul style="list-style-type: none"> Public education employers 501(c)(3) organizations 	<ul style="list-style-type: none"> permits high level of salary deferrals by employees may include designated Roth program 	<p>403(b)</p> <p>LEARN MORE</p>
<ul style="list-style-type: none"> State and local governments 	<ul style="list-style-type: none"> permits high level of salary deferrals by employees may include designated Roth program 	<p>457(b) Governmental</p> <p>LEARN MORE</p>
<ul style="list-style-type: none"> Any tax-exempt organization 	<ul style="list-style-type: none"> permits high level of salary deferrals by employees 	<p>457(b) Tax-Exempt Organization (Non-Church)</p> <p>LEARN MORE</p>
<ul style="list-style-type: none"> Any employer 	<ul style="list-style-type: none"> provides a fixed, pre-established benefit for employees 	<p>Defined Benefit</p> <p>LEARN MORE</p>

Payroll Deduction IRA

Sponsor/Eligible Employer

- any employer

Key Advantage

- easy to set up and maintain

Employer's Role

- arrange for employees to make payroll deduction contributions
- transmit contributions for employees to IRA
- no annual filing requirement

Contributors to the Plan

- employee can decide how much to contribute

Maximum Annual Contribution* (per participant)

- employee: \$5,500 for 2015

Catch-Up Contributions*

- age 50 or over—additional employee contribution - \$1,000 for 2015

Minimum Employee Coverage Requirement

- should be made available to all employees

Withdrawals, Loans, and Distributions

- withdrawals permitted any time subject to federal income taxes
- subject to 10% additional tax if before age 59½
- must start receiving distributions by April 1 of the year following attainment of age 70½ (special rules apply to Roth IRAs)
- loans are not permitted from IRAs

Rollovers/Transfers

- rollovers permitted from one IRA to another and to an eligible retirement plan (special rules apply to Roth IRAs)

Vesting

- contributions are immediately 100% vested

Employee Plans Compliance Resolution System (EPCRS)

- no

* See www.irs.gov/retirement for annual updates

Sponsor/Eligible Employer	<ul style="list-style-type: none"> any employer
Key Advantage	<ul style="list-style-type: none"> easy to set up and maintain
Employer's Role	<ul style="list-style-type: none"> set up plan—employer may use Form 5305-SEP transmit contributions for employees to SEP-IRA generally, no annual filing requirement bank or financial institution handles most of the paperwork
Contributors to the Plan	<ul style="list-style-type: none"> employer can decide whether to make contributions year-to-year only employer contributes
Maximum Annual Contribution* (per participant)	<ul style="list-style-type: none"> up to 25% of compensation but no more than \$53,000 for 2015
Catch-Up Contributions	<ul style="list-style-type: none"> N/A
Minimum Employee Coverage Requirement	<ul style="list-style-type: none"> must be offered to all employees who are at least 21 years of age, employed by the employer for 3 of the last 5 years, and had compensation of at least \$600 for 2015
Withdrawals, Loans, and Distributions	<ul style="list-style-type: none"> withdrawals permitted any time subject to federal income taxes subject to 10% additional tax if before age 59½ must start receiving distributions by April 1 of the year following attainment of age 70½ loans are not permitted from SEP-IRAs
Rollovers/Transfers	<ul style="list-style-type: none"> rollovers permitted from one IRA to another and to an eligible retirement plan
Vesting	<ul style="list-style-type: none"> contributions are immediately 100% vested
Employee Plans Compliance Resolution System (EPCRS)	<ul style="list-style-type: none"> yes

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Sponsor/Eligible Employer	<ul style="list-style-type: none">■ employer with 100 or fewer employees that does not currently maintain another plan
Key Advantage	<ul style="list-style-type: none">■ salary reduction plan with little administrative paperwork
Employer's Role	<ul style="list-style-type: none">■ set up plan — employer may use Form 5304-SIMPLE or Form 5305-SIMPLE■ transmit contributions for employees to SIMPLE IRA■ no annual filing requirement■ bank or financial institution handles most of the paperwork
Contributors to the Plan	<ul style="list-style-type: none">■ employee can decide how much to contribute■ employer must make matching contributions or contribute 2% of each eligible employee's compensation
Maximum Annual Contribution* (per participant)	<ul style="list-style-type: none">■ employee:<ul style="list-style-type: none">- \$12,500 in 2015■ employer:<ul style="list-style-type: none">- either match employee contributions 100% of first 3% of compensation (can be reduced to as low as 1% in any 2 of 5 years), or- contribute 2% of each eligible employee's compensation
Catch-Up Contributions*	<ul style="list-style-type: none">■ age 50 or over— additional employee contribution - \$3,000 in 2015
Minimum Employee Coverage Requirement	<ul style="list-style-type: none">■ must be offered to all employees who have compensation of at least \$5,000 in any prior 2 years and are reasonably expected to earn at least \$5,000 in the current year
Withdrawals, Loans, and Distributions	<ul style="list-style-type: none">■ withdrawals permitted any time subject to federal income taxes■ subject to 10% additional tax if before age 59½ (25% if less than 2 years of participation)■ must start receiving distributions by April 1 of the year following attainment of age 70½■ loans are not permitted from SIMPLE IRA plans
Rollovers/Transfers	<ul style="list-style-type: none">■ rollovers permitted from one SIMPLE IRA to another SIMPLE IRA any time■ however, a rollover from a SIMPLE IRA to a non-SIMPLE IRA or to an eligible retirement plan can be made tax-free only after a 2-year participation in the SIMPLE IRA plan
Vesting	<ul style="list-style-type: none">■ employer and employee contributions are immediately 100% vested
Employee Plans Compliance Resolution System (EPCRS)	<ul style="list-style-type: none">■ yes

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Sponsor/Eligible Employer	<ul style="list-style-type: none"> any non-government employer governments, only if plan was established prior to May 1986
Key Advantage	<ul style="list-style-type: none"> permits high level of salary deferrals by employees may include designated Roth program
Employer's Role	<ul style="list-style-type: none"> arrange for employees to make elective deferral contributions and transmit contributions annual filing of Form 5500 is required (unless government entity) may require annual nondiscrimination testing to ensure that plan does not discriminate in favor of highly compensated employees no model form to establish this plan
Contributors to the Plan	<ul style="list-style-type: none"> employee elective deferral contributions employer contributions are permissible but not required
Maximum Annual Contribution* (per participant)	<ul style="list-style-type: none"> employee elective deferrals: <ul style="list-style-type: none"> \$18,000 in 2015 employer & employee: <ul style="list-style-type: none"> lesser of \$53,000 (2015) or 100% of compensation, subject to nondiscrimination testing
Catch-Up Contributions*	<ul style="list-style-type: none"> age 50 or over—additional elective deferrals - \$6,000 in 2015
Minimum Employee Coverage Requirement	<ul style="list-style-type: none"> must pass minimum coverage test
Withdrawals, Loans, and Distributions	<ul style="list-style-type: none"> withdrawals permitted after a distributable event occurs (e.g., retirement, death, disability, severance from employment) must start receiving distributions by April 1 following the later of year of retirement or attainment of age 70½ plan may permit loans and hardship withdrawals early withdrawals subject to 10% additional tax
Rollovers/Transfers	<ul style="list-style-type: none"> rollovers permitted to an eligible retirement plan or IRA
Vesting	<ul style="list-style-type: none"> employee elective deferral contributions are immediately 100% vested employer contributions may vest over time according to plan terms
Employee Plans Compliance Resolution System (EPCRS)	<ul style="list-style-type: none"> yes

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Sponsor/Eligible Employer	<ul style="list-style-type: none"> ■ public education employers ■ 501(c)(3) organizations
Key Advantage	<ul style="list-style-type: none"> ■ permits high level of salary deferrals by employees ■ may include designated Roth program
Employer's Role	<ul style="list-style-type: none"> ■ arrange for employees to make elective deferral contributions and transmit contributions ■ may require Form 5500 filing if employer contributions are made (unless government entity) ■ no model form to establish this plan
Contributors to the Plan	<ul style="list-style-type: none"> ■ employee elective deferral contributions ■ employer contributions are permissible but not required
Maximum Annual Contribution* (per participant)	<ul style="list-style-type: none"> ■ employee elective deferrals - \$18,000 in 2015 ■ employer & employee - lesser of \$53,000 (2015) or 100% of includible compensation ■ age 50 or over— additional elective deferrals - \$6,000 (2015)
Catch-Up Contributions*	<p>Special 403(b) catch-up:</p> <ul style="list-style-type: none"> ■ selected employers ■ employee must have 15 years of service ■ limited to least of: 1) \$3,000; 2) \$15,000 less previously excluded special catch-ups; and 3) \$5,000 multiplied by years of service minus previously excluded deferrals
Minimum Employee Coverage Requirement	<ul style="list-style-type: none"> ■ employee elective deferral contributions: <ul style="list-style-type: none"> - all eligible employees may elect to have a contribution of more than \$200 by salary reduction ■ other contributions: <ul style="list-style-type: none"> - must pass minimum coverage test (except government entities)
Withdrawals, Loans, and Distributions	<ul style="list-style-type: none"> ■ withdrawals permitted after a distributable event occurs (e.g., retirement, death, disability, severance from employment) ■ must start receiving distributions by April 1 following the later of year of retirement or attainment of age 70½ ■ plan may permit loans and hardship withdrawals ■ early withdrawals subject to 10% additional tax
Rollovers/Transfers	<ul style="list-style-type: none"> ■ rollovers permitted to an eligible retirement plan ■ transfers permitted from one 403(b) to another 403(b) ■ purchase permissive service (government plans)
Vesting	<ul style="list-style-type: none"> ■ employee elective deferral contributions are immediately 100% vested ■ employer contributions may vest over time according to plan terms
Employee Plans Compliance Resolution System (EPCRS)	<ul style="list-style-type: none"> ■ yes

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Sponsor/Eligible Employer	<ul style="list-style-type: none">■ state and local governments
Key Advantage	<ul style="list-style-type: none">■ permits high level of salary deferrals by employees■ may include designated Roth program
Employer's Role	<ul style="list-style-type: none">■ arrange for employees to make salary reduction contributions■ no model form to establish this plan
Contributors to the Plan	<ul style="list-style-type: none">■ employee salary reduction contributions■ employer contributions are permissible but not required
Maximum Annual Contribution* (per participant)	<ul style="list-style-type: none">■ employer & employee:<ul style="list-style-type: none">- \$18,000 in 2015- age 50 or over— additional salary reduction contribution - \$6,000 (2015)
Catch-Up Contributions*	<p>Special 457 catch-up:</p> <ul style="list-style-type: none">■ 3 years prior to the year of normal retirement age■ limited to lesser of:<ol style="list-style-type: none">1) \$36,000 (twice the basic annual limit) in 2015, or2) the basic annual limit plus underutilized basic annual limit in prior years (only allowed if not using the age 50 or over catch-up)
Minimum Employee Coverage Requirement	<ul style="list-style-type: none">■ common-law employees■ independent contractors■ does not need to pass a minimum coverage test
Withdrawals, Loans, and Distributions	<ul style="list-style-type: none">■ withdrawals permitted after severance from employment■ must start receiving distributions by April 1 following the later of year of retirement or attainment of age 70½■ plan may permit loans and distribution for unforeseen emergency or small inactive accounts
Rollovers/Transfers	<ul style="list-style-type: none">■ rollovers permitted to an eligible retirement plan■ transfers permitted from one government 457(b) to another government 457(b)■ purchase permissive service
Vesting	<ul style="list-style-type: none">■ employee salary reduction contributions are immediately 100% vested■ employer contributions may vest over time according to plan terms
Employee Plans Compliance Resolution System (EPCRS)	<ul style="list-style-type: none">■ no■ special 180-day rule to correct■ submission accepted on a provisional basis outside EPCRS

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457(b) Tax-Exempt Organization (Non-Church)

Sponsor/Eligible Employer	<ul style="list-style-type: none">any tax-exempt organization
Key Advantage	<ul style="list-style-type: none">permits high level of salary deferrals by employees
Employer's Role	<ul style="list-style-type: none">arrange for employees to make salary reduction contributionsno model form to establish this plan
Contributors to the Plan	<ul style="list-style-type: none">employee salary reduction contributionsemployer contributions are permissible but not required
Maximum Annual Contribution* (per participant)	<ul style="list-style-type: none">employer & employee:<ul style="list-style-type: none">\$18,000 in 2015no age 50 or over additional salary reduction contribution
Catch-Up Contributions*	Special 457 catch-up: <ul style="list-style-type: none">3 years prior to the year of normal retirement agelimited to lesser of:<ol style="list-style-type: none">\$36,000 (twice the basic annual limit) in 2015, orthe basic annual limit plus underutilized basic annual limit in prior years
Minimum Employee Coverage Requirement	<ul style="list-style-type: none">selected group of management or highly compensated employeesindependent contractorsdoes not need to pass a minimum coverage test
Withdrawals, Loans, and Distributions	<ul style="list-style-type: none">withdrawals permitted after severance from employmentmust start receiving distributions by April 1 following the later of year of retirement or attainment of age 70½plan may not permit loansspecial rules apply to independent contractors
Rollovers/Transfers	<ul style="list-style-type: none">no rollovers permittedpost-severance transfers permitted from one tax-exempt 457(b) to another tax-exempt 457(b)
Vesting	<ul style="list-style-type: none">employee and employer contributions must be subject to claims of creditors
Employee Plans Compliance Resolution System (EPCRS)	<ul style="list-style-type: none">no

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Defined Benefit

Sponsor/Eligible Employer

- any employer

Key Advantage

- provides a fixed, pre-established benefit for employees

Employer's Role

- annual filing of Form 5500 required (unless government entity)
- an actuary must determine annual contributions
- no model form to establish this plan

Contributors to the Plan

- primarily funded by employer

Maximum Annual Contribution* (per participant)

- actuarially determined contribution
- plan benefits are subject to nondiscrimination testing
- maximum annual benefit which may be funded is the lesser of \$210,000 or 100% of a participant's average compensation for his or her highest 3 consecutive calendar years

Catch-Up Contributions

N/A

Minimum Employee Coverage Requirement

- must pass minimum coverage test

Withdrawals, Loans, and Distributions

- payment of benefits after a distributable event occurs (e.g., retirement, death, disability, severance from employment)
- must start receiving distributions by April 1 following the later of year of retirement or attainment of age 70½
- loans permitted
- early withdrawals subject to 10% additional tax

Rollovers/Transfers

- generally, participant's benefit can be rolled over to another qualified plan that accepts rollovers or an IRA

Vesting

- may vest over time according to plan terms

Employee Plans Compliance Resolution System (EPCRS)

- yes

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