

| 2018 IRA Contribution Limits | | | Traditional IRA Contribution Deductions | | | | | | |
|---|------------------------------------|-----------------------|--|--|---|-------------------|----------------------------|------------------|--|
| Plan Type | Max | With Age 50+ Catch Up | Filing Status | Modified AGI | Deduction | | | | |
| Traditional IRA | \$5,500 | \$6,500 | Single, HOH | ≤\$63,000 | Full Deduction | | | | |
| Roth IRA | \$5,500 | \$6,500 | | \$63,000 to \$73,000 | Partial Deduction | | | | |
| | | | | ≥\$73,000 | No Deduction | | | | |
| Roth IRA Conversions | | | Married Filing Jointly *If spouse is covered but taxpayer is not, phaseout runs from \$189,000 - \$199,000. | ≤\$101,000 | Full Deduction | | | | |
| Age < 59 1/2 | Held <5 Years | Held >5 Years | | \$101,000 to \$121,000 | Partial Deduction | | | | |
| Tax on Principal | No | No | | ≥\$121,000 | No Deduction | | | | |
| Tax on Earnings | Yes | Yes | Married Filing Separately | ≤\$10,000 | Partial Deduction | | | | |
| 10% Penalty | Yes | Yes | | ≥\$10,000 | No Deduction | | | | |
| Age > 59 1/2 | Held <5 Years | Held >5 Years | Traditional IRA contributions with no retirement plan at work are fully deductible. | | | | | | |
| Tax on Principal | No | No | Roth IRA Contribution Phaseout | | | | | | |
| Tax on Earnings | Yes | No | Single, HOH | Married Filing Jointly | Married Filing Separately | | | | |
| 10% Penalty | No | No | \$120,000 - \$135,000 | \$189,000 - \$199,000 | \$0 - \$10,000 | | | | |
| Retirement Plan Rollover Chart | | Roll To → | | | | | | | |
| Roll From ↓ | | Roth IRA | Trad. IRA | SIMPLE | SEP-IRA | 457(b) | Qualified Plan** (Pre-tax) | 403(b) (Pre-Tax) | Designated Roth (401(k) or 403(b)) |
| | Roth IRA | YES | NO | NO | NO | NO | NO | NO | NO |
| | Trad. IRA | YES | YES | NO | YES | YES | YES | YES | NO |
| | SIMPLE | YES After 2 Yrs. | YES After 2 Yrs. | YES | YES After 2 Yrs. | YES* After 2 Yrs. | YES After 2 Yrs. | YES After 2 Yrs. | NO |
| | SEP-IRA | YES | YES | NO | YES | YES* | YES | YES | NO |
| | 457(b) | YES | YES | NO | YES | YES | YES | YES | NO |
| | Qualified Plan** | YES | YES | NO | YES | YES* | YES | YES | NO |
| | 403(b) (Pre-Tax) | YES | YES | NO | YES | YES* | YES | YES | NO |
| | Designated Roth (401(k) or 403(b)) | YES | NO | NO | NO | YES* | NO | NO | Yes, if a Direct Trustee to Trustee Transfer |
| *Must have separate accounts **Qualified Plans Include, ex: Profit Sharing, 401(k), Money Purchase, Defined Benefit Plans | | | | | | | | | |
| Beneficiary IRA Information | | | | Calculate Required Minimum Distributions (RMD) | | | | | |
| Beneficiary | Decedent Taking RMDs? | Options | Rules | RMD= | Balance of Account at 12/31 of Prior Year / IRS Distribution Period Life Factor | | | | |
| Spouse | No | Rollover as Own | RMDs Begin at age 70.5 | RMDs begin at age 70.5. The first RMD can be delayed until 4/1 of following year with two RMDs due that year | | | | | |
| Spouse | No | Beneficiary RMDs | RMDs Based on Table 1 | | | | | | |
| Spouse | Yes | Rollover as Own | RMDs Begin at age 70.5 | | | | | | |
| Non-Spouse | Yes | Beneficiary RMDs | RMDs Based on Table 1 | Uniform Lifetime Table III for use by Owners | | | | | |
| Non-Spouse | No | Beneficiary RMDs | RMDs Based on Table 1 | Age | Factor | Age | Factor | | |
| Non-Spouse | Yes / No | 5-Year Rule | Full Liquidation in 5 years | 70 | 27.4 | 76 | 22.0 | | |
| None | No | 5-Year Rule | Full Liquidation in 5 years | 71 | 26.5 | 77 | 21.2 | | |
| None | Yes | Decedent RMDs | RMDs Based on Table 3 | 72 | 25.6 | 78 | 20.3 | | |
| No 10% penalty for distributions from an Inherited IRA, even age <59.5 | | | | 73 | 24.7 | 79 | 19.5 | | |
| Spouse beneficiary may elect to treat as own any time, however, cannot revert back | | | | 74 | 23.8 | 80 | 18.7 | | |
| | | | | 75 | 22.9 | 81 | 17.9 | | |

2018 Retirement Planning Card

| | Profit-Sharing Plan | 401(k) Plan | Safe Harbor 401(k) Plan | Individual 401(k) | SEP IRA | SIMPLE IRA | Defined Benefit Pension Plan |
|---|--|--|--|---|--|--|---|
| Works Best For | Business with fluctuating earnings and self-employed | Business with 5+ employees, no government agencies | Business with 10+ employees; no government agencies | Sole Proprietor, self-employed, and owner/spouse | Small Businesses and self-employed | Business with fewer than 100 employees including the self-employed | Business with high earnings and self-employed |
| Highlights | Allows flexible contributions | Pre-tax retirement saving and flexible | Pre-tax retirement saving and no annual testing | Large contributions and flexibility | Easy administration and flexible | Easy administration and pre-tax retirement saving | Favors older, highly compensated employees |
| Funded by | Employer | Employee and employer | Employee and employer | Employee and employer | Employer | Employee and employer | Employer |
| Eligibility | Employees 21 and older with one year of service and 1,000 hours | Usually employees 21 and older with one year of service and 1,000 hours | Usually employees 21 and older with one year of service and 1,000 hours | Usually employees 21 and older with one year of service and 1,000 hours | Employees 21 and older with service in 3 out of 5 years | Employees earning \$5,000 or more in prior two years | Usually employees 21 and older with one year of service and 1,000 hours |
| Max Annual Contribution Employee | Not applicable | 100% of eligible compensation up to \$18,500; age 50+ catch-up of \$6,000 | 100% of eligible compensation up to \$18,500; age 50+ catch-up of \$6,000 | 100% of eligible compensation up to \$18,500; age 50+ catch-up of \$6,000 | Not applicable | 100% of compensation up to \$12,500; age 50+ catch-up of \$3,000 | Not applicable |
| Max Annual Contribution Employer | 25% of eligible employee compensation (limited to \$275,000), up to \$55,000; contribution is discretionary. Profit sharing contributions can be allocated by: pay-to-pay, integrated, age weighted, or comparability. | 25% of eligible employee compensation (limited to \$275,000), up to \$55,000 | (1) 3% non-elective contribution to all eligible participants (2) 100% match of first 3% of compensation deferred plus 50% match of next 2% compensation deferred, or, (3) 100% match of 4% of compensation. | 25% of eligible employee compensation (limited to \$275,000), up to \$55,000; contribution is discretionary. SE individuals max contribution is 20% after subtracting SE tax. | 25% of employee compensation (limited to \$275,000), up to \$55,000; contribution is discretionary. SE individuals max contribution is 20% after subtracting SE tax. | Choice of two required contributions: 1) Match 100% up to 3% of compensation; or; 2) Contribution of 2% of compensation (limited to \$275,000) to all eligible employees. Match can be reduced in 2 of 5 years. | Based on actuarial calculations; \$220,000 annual benefit cap |
| Vesting | Vesting schedule available | Vesting schedule available | 100% immediate vesting on required match or non-elective contribution | 100% immediate | 100% immediate | 100% immediate | Vesting schedule available |
| IRS 5500 Reporting | Yes | Yes | Yes | Yes, once end of year balance exceeds \$250,000 | No | No | Yes |
| Loans Available | Yes | Yes | Yes | Yes | No | No | Yes |
| Deadline to Establish | Prior to fiscal year end | Last day of the business tax year (usually 12/31) | Prior to October 1 | Last day of the business tax year | Tax filing deadline, including extensions | Prior to October 1 | Prior to fiscal year end |

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Please contact Family Wealth Planning Inc. by phone: 702-873-5555 or email: janwisecup@earthlink.net